

CHIEF DATA AND ANALYTICS OFFICER, ĀPIHA MATUA RARAUNGA & TĀTARITANGA



REPORTS TO	LOCATION	DIRECT REPORTS	GROUP
General Manager Digital & Data	Wellington or Auckland	4/5	Digital & Data

“Our purpose is to grow companies internationally – bigger, better, faster – for the good of New Zealand”

“Tā mātau whai kia whakakaha kamupene – kia nui ake, kia pai ake, kia tere ake – mō Aotearoa ngā whiwhinga”

WHY IS THIS ROLE IMPORTANT? | TE MANA Ō TE MAHI?

The Chief Data and Analytics Officer plays a pivotal role in transforming NZTE into a data-driven, AI-enabled organisation. This role leads the strategic evolution of NZTE's data ecosystem, enabling measurable business growth, enhancing customer experience, and supporting digital transformation. Through deep domain expertise and visionary leadership, the role ensures NZTE's data and analytics capabilities are future-proof, compliant, and strategically aligned with organisational goals.

WHAT'S THE ROLE ABOUT | TE NGAKO Ō TE MAHI?

The most important work of this role is to...

- Lead the development and execution of NZTE's enterprise-wide data strategy, aligning with organisational priorities and in support of the AI strategy to enable proactive, predictive insights.
- Provide leadership that engages your team – maximising their potential through regular coaching, insights, support and developmental feedback.
- Identify opportunities for new data services and products, including AI. Additionally seeking ways to increase the effectiveness and efficiency of services through better data and information.
- Drive the creation of data products and self-serve analytics capabilities for internal teams and customers.
- Attract talent and champion the use of data to drive NZTE's vision and aspirations, building and developing a talent pipeline for data professionals within NZTE.
- Establish a vibrant and collaborative community of practice for bringing together individuals from any part of NZTE to learn and share best practices for deriving value from data.
- Contribute actively to the development of strategies and plans for wider NZTE ensuring that the contribution of data is incorporated.
- Coordinate enterprise data management, oversee data management projects and provide data and analytics advisory services to NZTE.
- Develop a data and information management service which ensures provision of effective data management, data warehousing and business intelligence services to facilitate the timely and accurate reporting of activity and performance information
- Foster customer growth by building on Business Intelligence capabilities to deliver forward-looking insights through AI and advanced analytics

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- Develop and manage approaches to data integration across all NZTE systems (e.g., Customer, Finance, People, Investment)
- Ensure NZTE's data architecture supports AI insight generation and is adaptable for future innovations
- Champion and expand NZTE's data literacy programme to build capability across the organisation
- Oversee data governance, privacy, and compliance frameworks, ensuring alignment with New Zealand Government Chief Data Steward requirements and statutory obligations. Maintain and manage a robust data risk register, including disaster recovery planning and breach response protocols.
- Ensure the reduction, identification, management, and reporting of data breaches and data security incidents.
- Ensure compliance with the requirements of data and information governance, New Zealand privacy, data protection, data rights and freedom of information guidance and legislation.
- Ensure that disaster recovery plans are in place for all data services and that these are routinely tested, weakness identified, and appropriate improvement plans developed and implemented.
- Foster strong relationships across Data, Product, and Delivery teams to enable cross-functional collaboration and innovation.
- Provide hands-on leadership, guidance and support across data warehousing, integration, and business intelligence, ensuring operational excellence and strategic impact.
- Represent data and analytics at the executive level, influencing decision-making and driving strategic alignment. Transform and align NZTE through its people to drive for improvement in data quality and advanced analytics such as Machine Learning and Artificial Intelligence, energising the whole organisation to change in the same direction.
- Collaborate with external vendors and partners to supplement internal capabilities and drive innovation.

Success in this role means:

- You have the trust of senior leaders trust and rely on the insights generated to inform evidence-based decision-making.
- NZTE has a unified, strategic data and AI framework with strong adoption and impact.
- Promoting evidence-based decision making within NZTE.
- Asking great questions and providing compelling insights from the data, to give people quality information that they may not have ever realised they needed to know.
- The BI team delivers predictive, actionable insights that drive business outcomes.
- Data governance and compliance are robust, transparent, and aligned with public sector standards.
- NZTE is recognised as a leader in leveraging data and AI to create value for customers and stakeholders.

WHAT CAPABILITIES ARE NEEDED TO SUCCEED | Ō PŪKENGA?

- **Knowledgeable** in organisational design and the ability to shape and drive large-scale, cross-functional, multi-level programmes around people, technology, and processes, balancing long-term strategic outcomes with short term tactical value delivery

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- **Outstanding communicator** who tells persuasive stories that engages and meets the needs of the audience. Is a deep listener who quickly understands what is needed (not just what is wanted).
- **Proactively engages with stakeholders** to shape projects, including developing viable options, analysis and evaluation, and monitoring and reviewing processes.
- **Display critical thinking skills** by being able to readily distinguish between what's relevant and what's unimportant to make sense of complex situations. Can demonstrate an appropriate mix of analysis, wisdom, experience and judgement to make valid and reliable decisions and recommendations. Recognise when a quick 80% solution will suffice, and when it will not
- **A proactive, can-do attitude** with a high level of initiative, sound judgement and discretion. Is self-directed and motivated and works comfortably with ambiguity, finds opportunity inside an agreed framework, and deploys great judgement on the job.
- **Have extensive quantitative research experience** with the skills and aptitude to undertake complex analysis using advanced, specialist methods and tools, and provide authoritative advice in complex areas.
- **Provides intellectual leadership** by bringing new ideas, techniques and knowledge to analytical and research discussions and leads strategic conversations as required.
- **Contributes to NZTE senior and executive leadership teams** through providing technical leadership, peer review and quality control.

Technical skills

- A degree or higher qualification in IT, computer science, econometrics, applied statistics or related discipline is highly desirable, and experience with driving change.
- Sound understanding and pragmatic use of Data & Information management frameworks (DAMA, DCAM, ARMA)
- Sound understanding and pragmatic use of Data & Information architecture frameworks (TOGAF, COBIT, SAFE 5.0, Agile)
- Experience driving change, adoption and embedding of new data capabilities (e.g. data architecture, enterprise data modelling, data lifecycle management, data science/machine learning) through ADKAR, 7s, PCT or equivalent.

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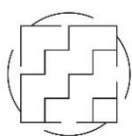
Our characters | Ō mātou uara

- **Ambition drives us** – Our ambition for our customers is high, and we always rise to the occasion. We help meet their business expectations by expecting greatness of ourselves.
- **Adventure teaches us** – Experimentation is more powerful than perfection, as only through learning from our missteps can we truly succeed. That's why 'giving it a go' is the best way to learn.
- **Honesty frees us** – We explore challenges with an open mind. Only when we ask questions and truly listen can we discover the right way forward.
- **Trust binds us** – Our people may be worlds apart, but it's trust that holds us together. Growing a nation is only possible when we keep promises and honour commitments.
- **Manaaki is us** – We celebrate the mana (strength and dignity) of each other as being equal to or greater than our own. We strive to enhance mana in everything we do through our hospitality, generosity and mutual respect.

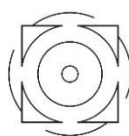
It's when these five characters work together that we truly become One Global Team – that's the real superpower of our organisation and how we achieve so much for our customers.



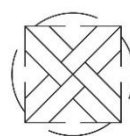
AMBITION
Drives us



ADVENTURE
Teaches us



HONESTY
Frees us



TRUST
Binds us



MANAAKI
Is us

How we lead at NZTE | Ā mātou kawenga ki Te Taurapa Tūhono

Leadership at NZTE takes a broad definition. We see leaders as those who lead others. That can include formal people leaders, leaders through influence or those who are leading our customers. At NZTE we define leadership as "*enhancing mauri to deliver impact*".



NZTE is committed to uplifting the mana of Māori as tāngata whenua and recognises Te Tiriti o Waitangi/ the Treaty of Waitangi as Aotearoa's founding document.