

BUSINESS INTELLIGENCE ANALYST



REPORTS TO	LOCATION	DIRECT REPORTS	GROUP
Business Intelligence Manager Pou Whakahaere Mōhio Pakihi	Wellington or Auckland	None	Digital and 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?

You will work with NZTE and its partners to utilise analytical, statistical, and programming skills to collect, analyse, and interpret data, to develop data-driven solutions to difficult business challenges.

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

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

- Data Mart Development: Collaborate with other BI Analysts and stakeholders to understand business requirements and translate them into SQL-based Data Marts.
- Kimball Dimensional Modelling: Utilise Kimball Dimensional Modelling techniques, specifically Star Schema, to design and implement data structures that support robust reporting and analytics
- Performance Optimisation: Optimise SQL queries and data models to enhance performance and efficiency.
- Power BI Reporting: Develop and maintain high-quality Power BI reports and dashboards, ensuring data accuracy and relevance for business decision-making.
- Data Quality Assurance: Ensure the integrity and quality of data within the Data Marts, implementing best practices for data validation and cleansing
- Collaboration and Communication: Work closely with cross-functional teams, including BI Analysts, Data Engineers, Enterprise Systems Engineers and business stakeholders, to deliver comprehensive BI solutions.
- Work with stakeholders throughout NZTE to identify opportunities for leveraging company data to drive business solutions.
- Creation of user requirement specifications and system design documents.
- Analysing the data for trends and themes that may be used for input into better decision making.
- Evaluating emerging technologies to meet NZTE's current and future needs especially Microsoft Fabric.

And relationships are key to this role to...

- Collaborate with stakeholders to understand business requirements

BUSINESS INTELLIGENCE ANALYST



- Provide input and advice to Digital and Data team members on best practice Data Mart Development and Dimensional Modelling
- Provide business insight to NZTE business unit stakeholders.
- Provide input and advice to the Manager Business Insights about NZTE's current and future BI environment, including Fabric.
- Collaborating with 3rd party suppliers as well as assessing technical design of proposals.
- Ensuring knowledge of the business processes and strategic imperatives to NZTE.

Success in this role means:

- Successfully translates business requirements into efficient and scalable SQL-based Data Marts.
- Delivers Data Marts that meet or exceed stakeholder expectations in terms of functionality and performance.
- Designs and implements data structures using Kimball Dimensional Modelling techniques that support robust and flexible reporting.
- Ensures the Star Schema designs are optimised for performance and ease of use.
- Consistently improves the performance of SQL queries and data models, reducing query times and resource usage.
- Identifies and resolves performance bottlenecks in existing data models and queries.
- Effectively collaborates with technical and business stakeholders to deliver comprehensive BI solutions.
- The trust of senior leaders, as they have confidence in the quality and accuracy of the data and insights provided.

WHAT CAPABILITIES ARE NEEDED TO SUCCEED | Ō PŪKENGA?

Our ideal candidate will be...

- **Business intelligence experience** – a minimum of three years relevant technical experience with recent Business Intelligence deployments, and a relevant tertiary qualification or equivalent work experience.
- **Technical skills** – highly computer literate and experienced working in a Data Warehouse environment and experience in one or more current Business Intelligence applications, preferably the Microsoft stack. Specific technical skills in:
 - Experience using Microsoft PowerBI, Azure SQL Server, Visual Studio, Analysis Services, Azure Devops, and ETL code merging using Git are essential.
 - SQL-based Data Marts: Development, maintenance and deployment including designing and implementing ETL stored procedures.
 - Kimball Dimensional Modelling: In-depth knowledge of Kimball Dimensional Modelling techniques, particularly Star Schema design.
 - SQL: Strong expertise in SQL, including query writing, optimisation, and troubleshooting.
 - Power BI: Experience with Power BI to create and maintain reports and dashboards.
 - Analytical Skills: Strong analytical and problem-solving skills to interpret complex data and provide actionable insights.
 - Adaptability: Ability to quickly adapt to new tools, technologies, and methodologies in a dynamic environment.

BUSINESS INTELLIGENCE ANALYST

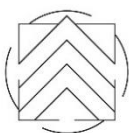


- Some experience using statistical computer languages such as R or Python to manipulate data and draw insights from large data sets is preferable.
- Some experience with working with Azure Synapse Analytics and Azure Purview is an advantage.
- **Solution design** – excellent skills in requirement gathering and solution design including analysis of data, business intelligence and reporting requirements, data visualisation/dashboard design, analysing and reporting on data trends and issues using appropriate tools and data modelling.
- **Outstanding communicator** – able to build rapport quickly and quickly analyse critical needs. Can adjust personal style as required, and tell persuasive stories. A deep listener who can quickly understand what is needed (not just what is wanted). Skilled at having honest conversations and challenging others with confidence.
- **Autonomous** – self-directed and motivated, works comfortably with ambiguity, finds opportunity inside an agreed framework, and deploys great judgement on the job. Displays critical thinking skills and is an astute problem solver. A genuine commitment to providing a quality service to all customers, and keen sense of purpose and direction.

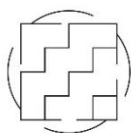
Our characters | Ō mātou uara

- **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.

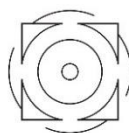
It's when these five characters work together that we truly become One Global Team – that's the real superpower of our organisation and how we achieve so much for our customers.



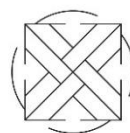
AMBITION
Drives us



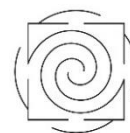
ADVENTURE
Teaches us



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"*.

