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| Data Scientist |

## About us

Our agency’s purpose is to shift the system using data and evidence, so that the system invests earlier and more effectively to improve the lives of New Zealanders.

### Our values – how we do things around here



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| **Tāngata** We’re about people | **Manawa Māui** We are a catalyst  for change | **Taunakitanga** We influence through evidence | **Puaretanga** We’re transparent by nature |
| It’s about people. They will do better, sooner and for longer, when we partner with others to develop and deliver services. | We challenge  the status quo constructively and seek better ways  of doing things. | We use evidence  to influence  positive change for New Zealanders. | We will share what we’re doing, how we’re doing it, and what we learn |

## About working in the Public Service

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa   
i āianei, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi.  We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

## About the position

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| The purpose of this position | |
| The purpose of the position is to collaboratively develop analytical/insight products and advice as part of the Data Systems & Analytics team. This will enable well-informed decision making by those engaged in supporting service delivery, developing policy and monitoring departmental performance.  The Data Systems & Analytics team supports data and analytics capability for the social sector, by acting as an integrator through the provision of the secure data exchange and developing analytical methods and products to measure outcomes for social wellbeing. | |
| Team and location | Data Systems & Analytics, Wellington |
| Reporting to | Manager, Analytics |
| Salary band | Band 15: $76,081 - $89,507 – $107,408  Starting salaries are negotiated based on relevant skills and experience, with offers generally made between $76,081 - $89,507 |

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| What you will do to contribute |
| **Data engineering**   * Design data-centric products and data processes to support conducting analytics. * Understand the data implications of business needs and liaise with consumers of data and products to understand how they will use these products.   **Statistical analysis**   * Understand the business needs, and questions that need to be answered. * Work with business consumers of products to understand how they will use information to select and develop analytical methods appropriate for available data and business needs.   **Interaction design & development**   * Understand business needs, and work with users of data outputs and analytical products to design and develop appropriate user interfaces and product interactions.   **Data science**   * Design and/or seek out new systems or methods that will provide smarter, more robust, efficient or effective ways of doing things. * Identify analytical opportunities. * Research and share thinking and assumptions to generate innovative ideas that gains support from your team. * Ability to clearly articulate the value of analytics and insights findings to your team. |
| **Technical leadership**   * Maintain up-to-date industry knowledge across a range of relevant technologies and methodologies. * Provide high quality analysis and peer-review on a range of specialist issues. * Translating complex technical information into a form that is readily understood by other people in the organisation. |
| **Risk management**   * Actively identify and manage role or practice level risks, including escalation of risks and issues when necessary. * Ensure that analysis, data and information supplied is accurate and verified. |
| **Health and safety**   * Take responsibility for meeting SIA’s obligations for workplace health and safety. |

## About you – what you will bring specifically

### Experience and knowledge

* Relevant tertiary qualification (particularly Applied Mathematics, Econometrics, Economics, Psychology, Operations Research, Engineering, Physics or Statistics).
* Experience in the analytics field and demonstrated ability to use sophisticated analytic techniques.
* Demonstrated ability to analyse data and generate appropriate reports in a timely manner.
* Familiar with statistical packages e.g. R and SAS.
* Prior experience using Statistics NZ IDI is preferable.
* Ability to work in a multi-disciplinary team

### Characteristics

* Engaging others – connects with others, listens, reads people and situations, communicates tactfully.
* Achieving ambitious goals – committed and tenacious, ambitious.
* Curious – thinks analytically and critically, displays curiosity, mitigates analytical and decision-making biases.
* Honest and courageous – shows courage, shows decisiveness, leads with integrity.
* Resilient – displays resilience, demonstrates composure.
* Self-aware and agile – encourages feedback on own performance, can self-assess, adapts approach, shows commitment to development.

### Capabilities

* Implements strategy – aligns their work with strategic objectives and SIA’s vision.
* Communicates clearly – tailors messages so they are clear, succinct, and resonate with their different audiences.
* Supports organisational performance – suggests and acts on opportunities to do things differently and improves processes to achieve gains in effectiveness and efficiency.
* Builds relationships – builds internal relationships by contributing to their team, working collaboratively with others across the organisation and taking an organisation-wide view. Builds external relationships and interacts effectively with customers and other external stakeholders.
* Inclusive – welcomes and values diversity and contributes to an inclusive working environment where differences are acknowledged and respected.
* Shows political awareness – displays an understanding of the essentials of how the government and the public sector work, and ensures that written documentation and verbal presentations reflect relevant political sensitivities.
* Manages and delivers on work priorities – plans and organises self to deliver work commitments to required timeframes and quality standards.
* Develops others – shares own experiences and learning and demonstrates and teaches specific technical skills.

### Other requirements

* Willing to take on responsibilities (within limits) outside the prescribed position description.