

<b>RESERVE BANK OF NEW ZEALAND POSITION DESCRIPTION</b>
---

<b>POSITION TITLE:</b>	Team Lead Development (Financial Systems)
<b>DEPARTMENT:</b>	Digital Services
<b>TEAM:</b>	Technology Delivery
<b>REPORTS TO:</b>	Manager Technology Delivery
<b>JOB EVALUATION:</b>	IT, Band 5
<b>DATE:</b>	May 2020

### Introduction

---

The Reserve Bank of New Zealand (The Bank) is New Zealand's central bank. Our vision is to be the Best central bank with a Great team. We operate with passion, integrity, innovation and inclusiveness.

Our main objective is to promote a sound and dynamic monetary and financial system and to ultimately raise New Zealand's economic wellbeing.

We undertake a range of activities to meet this objective, including:

- formulating and implementing monetary and financial policy
- licensing and prudential supervision of banks, insurers and other deposit taking firms
- supply and circulation of currency
- operating New Zealand's payments and settlement system

To support these functions we undertake world class research, we actively engage with our stakeholders to promote understanding and trust, we foster co-ordination with other regulators and our global peers, and we recruit talented achievement-focused people. We are aware of the trust placed in us as an institution and seek to lead and influence in areas where we can have a meaningful social impact such as climate change, financial inclusion and regional issues relevant to our central bank mandate.

We welcome people to the Bank from diverse backgrounds, disciplines and experience. We encourage open and inquiring minds and provide a supportive, collegial and flexible team environment. We are invested in each other's success, we are energised and resilient.

We operate in a complex and changing global landscape but are acutely conscious of our heritage and history. Our Te Ao Māori strategy and awareness is a critical lens across all our work.

We are open, always learning. We love what we do and carry out our responsibilities with pride.

Digital Services is a key driver and enabler of change at the Bank. We align technology roadmaps and solutions to the Bank's strategy and objectives, and manage the delivery and ongoing support of technology services for the organisation.

The Technology Delivery team establishes and manages Digital Services' delivery frameworks, solution architecture, software development, quality assurance and test frameworks and processes, change and release management, and project management including frameworks and project execution.

## **Role purpose**

---

The purpose of the Team Lead Development role is to lead the Financial Systems development team which is responsible for developing and supporting RBNZ Financial Systems applications.

## **Key Accountabilities**

---

### **Leadership**

- Lead and manage outcomes for the Financial Systems Development team

### **Delivery Frameworks**

- Support the Manager Technology Delivery to establish the IT development/ delivery frameworks

### **Solution Delivery Management**

- Direct and manage the development team to develop in-house Financial Systems solutions that meet business needs
- Undertake solution development and configuration as a senior practitioner and a key member of the Financial Systems Development team
- Direct and manage the development team to deliver consistent IT 3<sup>rd</sup> level support for RBNZ developed Financial Systems applications
- Set deadlines, assign responsibility, mentor and monitor the progress of the team
- Develop, maintain and manage service levels as they relate to RBNZ applications
- Drive process improvement initiatives based on lessons learnt from past changes and industry best practice

### **Change & Release**

- Support the Manager Technology Delivery to establish the change and release process

- Lead the IT change process (including CAB) for Financial Systems applications
- Lead the IT release process for Financial Systems applications
- Contribute to change and release reporting requirements

## **Person Specification**

---

### **Education**

Relevant tertiary level qualification or 5+ years' relevant experience.

---

### **Experience**

Experience leading and managing small to medium IT teams

Experience managing a team responsible for application development /application support

Extensive knowledge of the SDLC

---

### **Specific Skills**

Skilled in leading a team of application developers responsible for IT 3<sup>rd</sup> Level support for in-house applications

Skilled in contract and vendor management

Strong mentoring and team management skills

Skilled in creating and maintaining relationships with business stakeholders

Skilled in communicating with non-technical users

Skilled in being able to prioritise work to meet deadlines

Project management skills and experience

## Capabilities

---

### Strategic

#### **Strategic thinking:**

We make informed decisions and take considered risks, which incorporate both short and long term factors and are aligned with our Bank Strategic Plan and values. We prioritise activities and make choices which are most likely to enable the delivery of shared goals. We scan the horizon for emerging opportunities and plan current activities with the future in mind.



#### **Critical thinking:**

We understand the goals and values of the Bank, set a clear direction and help colleagues to translate strategic priorities into the delivery of specific outcomes, which are informed by evidence and insight. We build confidence and commitment in the way that we listen to the views of others, act on our plans, learn from our setbacks and celebrate our successes.



#### **Collaborative:**

We build effective working relationships with a wide range of internal and external stakeholders to shape the future through creative collaborations and teamwork. We demonstrate the impact of our contribution through regional, national and international partnerships and we work together with our diverse range of colleagues, students and partners to understand their needs and deliver excellent outcomes.



### Engaging

#### **Communicating with Impact:**

We build trust and gain buy-in to shared goals through our professionalism, integrity and effective communication skills. We influence and engage others across and beyond the Bank through active two-way dialogue and by promoting a clear and targeted message which positively reflects on our Brand and reputation.



### Constructive

#### **Delivering Results:**

We take responsibility for delivering change efficiently and making things happen. Barriers and challenges are resolved promptly and success is celebrated. We are committed to ensuring that positive change is sustained and embedded to drive future success. We take a proactive approach to developing solutions and processes which are accessible, inclusive and user friendly.



---

**Developing Others:**

We equip colleagues to perform to the best of their ability and realise their potential through ongoing feedback, coaching and development. We value and recognise the benefits of working with a diverse range of talented colleagues and actively seek to build inclusive teams in which all team members can thrive.



---

**Self-Awareness**

**Resilience & Adaptability:**

We are able to adapt to changing priorities and seek to create a positive and healthy working environment in the way that we engage with and support others.



---

**Self-Awareness:**

We understand our individual leadership style and adapt our approach in response to the situation and the needs of others. We regularly seek feedback to increase our levels of self-awareness and are committed to undertaking development to improve our personal effectiveness.



---

**Innovation**

**Innovation & creativity:**

We actively seek and use feedback to drive continuous improvement. We challenge ourselves and others to be the best we can and share best practice from across our Bank and beyond. We create an environment where new ideas and creative problem solving are encouraged and acted on.



---

**Our Values**

**Integrity**

Being professional and exercising sound judgement

**Innovation**

Actively improving what we do

**Inclusion**

Working together for a more effective Bank

**Our Vision – Great Team, Best central Bank**