

**RESERVE BANK OF NEW ZEALAND
POSITION DESCRIPTION**

POSITION TITLE:	Senior Statistical Analyst
DEPARTMENT:	Data and Statistics
TEAM:	Data Strategy
REPORTS TO:	Manager Data Strategy
JOB EVALUATION:	Band 4 - Information
DATE:	July 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 Maori 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.

The Data and Statistics Department plays an important role in meeting the statistical needs of the Bank's economic, prudential and financial policy and oversight functions, and those of its external stakeholders. The Bank publishes financial statistics for use by a broad range of external users, including the general public, media, economists and financial analysts.

The Data and Statistics Department works closely and collaboratively across the Bank, understanding user needs, and formulating strategies and initiatives to collect, manage and disseminate statistics to enable quality decision making. The Department develops and regularly updates the Bank's data strategy and represents the Bank at external statistics forums.

Key Objectives

A key focus for the Data & Statistics Department is to raise data capability across the organisation. The Data Strategy team works closely with the Statistics Team to promote statistical best practice and model good data governance. The Senior Statistical Analyst is responsible for delivering initiatives that are part of the Bank's strategy for improving our data capability. This includes improvements to data governance, analytical reporting, and contributing to the review of the Bank's statistical compilation approach and related business processes. You will work with internal customers across the Bank ensuring data provision and use are aligned with best practice.

In this position you will work primarily with financial data from New Zealand financial institutions and are expected to collaborate effectively to achieve the department's objectives, contribute to initiatives enhancing the practices and value of data.

Key Responsibilities

- Lead initiatives that contribute to improving the production of key financial statistical outputs, and other data availability enhancements.
- Actively engage with users of data in order to ensure their needs are met or exceeded.
- Produce high quality analytical reports.
- Identify risks, including long term ramifications of choices, develop mitigation strategies and successfully resolve any issues that arise.
- Contribute to shaping a work programme that aims to deliver value to internal and external users.
- Actively contribute to initiatives that assure best practice in the compilation, analysis and dissemination.
- Lead development projects that improve the quality and coverage of financial data.
- Contribute to data governance activities, including the data champions forum.
- Actively coach and mentor less experienced colleagues
- Other duties as may be required from time to time by the Manager Data Strategy or as relevant to the position.

Key Competencies

- A tertiary degree in finance, economics, statistics or related disciplines.
- A good understanding of financial reporting, ideally that of banks or insurers.
- A minimum of four years relevant work experience in either statistics and/or a financial institution.
- Strong analytical skills and sound judgement.
- The ability to build and maintain productive relationships with internal and external users of statistics.

- A pro-active approach to managing workload, identifying new initiatives and seeing them through.
- Excellent problem solving and risk management skills.
- Excellent oral and written communication skills with ability to convey conceptual and technically difficult arguments to a non-technical audience.
- Advanced MS Excel skills, good working knowledge of MS Word and familiarity with the Internet and Intranet browsers would be required. Relevant programming skills (e.g. R, Python) would be an advantage.
- Proven data visualisation capability and experience with Power BI would be an advantage.
- A strong understanding of what good data governance looks like.
- The ability to become a proficient user of FSIS (the RBNZ financial data system).
- An ability to work well in a team environment.
- Effective in coaching and developing colleagues.

Capabilities

Strategic	<p>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.</p>	
	<p>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.</p>	
Engaging	<p>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.</p>	
	<p>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.</p>	
Constructive	<p>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.</p>	
	<p>Developing Others: We equip colleagues to perform to the best of their ability and realise their potential through ongoing feedback, coaching and development.</p>	

	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.	

Vision: Great Team, Best Central Bank

Purpose: To promote a sound and dynamic monetary and financial system.

Values

Integrity

Being professional and exercising sound judgement

Innovation

Actively improving what we do

Inclusion

Working together for a more effective Bank