



Position Description

Chief Technology Officer

Te Aukaha / Digital

19 October 2022

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Dimensions

Reporting to:	Chief Digital Officer
Size of business unit:	50-80 FTE (tbc)
Indicative budget scope:	TBC
Delegations:	Refer to the NZTA Delegations Register
Location:	Auckland / Wellington

Key relationships

Internal

- Chief Digital Officer
- Digital leadership team, especially Digital Domain Leads
- Relevant Executive Subcommittees
- EPMO and Enterprise Change
- Finance
- Enterprise Risk & Legal
- All other business groups as needed

External

- Industry groups
- Technology vendors
- Other government agencies as required

Leadership Accountabilities

Our first strategic priority is culture and leadership because it is the biggest enabler of our success. Great leadership is at the heart of great outcomes, for our people and our communities.

[Pou herenga tangata – Culture and leadership](#)

The graphic below summarises the leadership accountabilities. For further details on these core accountabilities please refer to [Waka Kotahi Leadership Accountabilities](#)



Organisational leadership

- Lead and support the delivery of Te kāpehu, our strategic direction, and the transformation of our organisation as part of the group leadership team

You are:

Inclusive

- Model and champion inclusive behaviour
- Create and drive a culture where all our people practice inclusion and value the diversity of people, experiences and backgrounds

Courageous

- Lead the tough decisions
- Hold leaders accountable for leadership
- Create a culture that encourages and supports openness, persistence and genuine debate around critical issues

Adaptive

- Lead organisational change and drive change agility
- Establish and promote a culture that encourages innovation and initiative and emphasises the value of continuous improvement

Strategic

- Lead and champion a cross functional and long-term perspective in decision making
- Contribute to the development of organisational strategy
- Translate organisational purpose and strategy to operations
- Create a culture of confidence and trust in the future direction

Outcomes Focused

- Provide strategic direction, creating clarity and focus to deliver outcomes
- Sequence and prioritise work to ensure delivery at pace
- Proactively identify and removes internal and external barriers to achieving outcomes
- Create a culture of achievement, fostering quality outcomes across Waka Kotahi

Source: Waka Kotahi Framework for Senior Leaders

Health, safety, wellbeing and environment leadership

- Demonstrate the highest level of commitment to our people and partners in health, safety, wellbeing and sustainability practices.

System leadership

- Support the sector with leadership to jointly achieve a land transport system connecting people, products and places for a thriving Aotearoa.
- Build and maintain meaningful relationships to enable us to effectively work with Māori, stakeholders and other agencies.

Work programme leadership

- Lead the delivery of our programmes, projects and activities to ensure operational excellence in the work that we do across the transport system / sector,

Chief Technology Officer Accountabilities

Group purpose

The Te Aukaha | Digital team is on a journey to transform itself from an internal technology enabler to a strategic business unit that contributes to the success of Waka Kotahi. Accelerating Digital - Auhatanga is a strategic priority for Waka Kotahi.

Our purpose is to accelerate digital capability for a more safe, efficient, and sustainable transport system.

We will do this by radically improving our service offerings, enabling automated and data-driven decision-making, and making it easy for our people to do our work and for our customers and users to interact with us. We will provide modern, fit for purpose and secure digital and data solutions for our people, partners, and customers.

Position purpose:

The purpose of the Chief Technology Officer is to build an exceptional technology function within Waka Kotahi. Your team will be comprised of deep expertise in software development, test engineering, architecture, and site reliability engineering. You will build a culture of excellence and continuous improvement, ensuring advances in technology process and platforms are utilised to improve our digital capabilities, speed to market, quality and technology resilience.

The key areas of focus for the Chief Technology Officer are:

- Building engineering capability to support our digital aspirations – especially for customer and staff facing platforms
- Supporting our Digital Domain Leads with provision of excellent technical team members, who will work in a matrixed way.
- Increasing technology effectiveness and reducing risk, through the implementation of continuous improvement and automation opportunities across the spectrum of technology services
- Actively championing simplification of our technical environment through the development of deep platform capabilities.

Accountabilities:

- You will develop an enterprise technology strategy to support the strategic aims of the Waka Kotahi digital strategy, with a particular focus on developing platform centres of excellence, reducing technology risk and decomplexifying our technology landscape
- You will work with your Digital Domain Lead colleagues to provide a high level of technology support to ensure that technical risks and opportunities are well understood, digital feature development and project delivery is well managed and effective.
- You will establish a high performing team that generates innovative ideas and utilises modern technology practices to solve technology problems for Waka Kotahi. You will bring in talented people who are focused on developing and delivering digital technology and technology-enabled solutions to end-users and customers.
- You will champion agile ways of working and continuous improvement practices. You will contribute to building a culture of learning and adaptability that adds to performance within the Digital team.
- You will align your stakeholders to the need for digital, technological and organisational change and flexibility and will take the lead with fellow senior leaders to drive change at pace.
- You will network with technical and digital innovation organisations throughout NZ and abroad to complement and expand innovative efforts and position Waka Kotahi for the long-term opportunities and threats associated with disruption in the transport sector.
- You will develop, implement, and maintain appropriate governance arrangements to support your work programme.
- You will ensure appropriate risk and security capabilities are embedded in our every day work practices and that technical risk is well managed.

While the above leadership accountabilities are central to this role, it is acknowledged that we are in a transitional period where Waka Kotahi is changing and building capability in these areas which will take time and will require collaboration across peer groups.

There is an expectation that the role accountabilities will evolve over time, and you may also be involved in other activities as part of a career and development plan. This will be reflected in your performance and development goals that are set in discussion with your People Leader.

The value you will bring

Knowledge and experience:

- Demonstrable experience of technology leadership (6+ years) and a work history of having “been on the tools”. You will have significant experience with leading and working with agile delivery teams for technology delivery
- 5+ years’ experience at a senior leadership level (Tier 3) across complex environments
- Demonstrable ability to operate effectively as part of a collegial leadership team. Comfort and experience with working in a matrixed environment.
- Strong problem-solving capability, able to adapt innovative approaches to solve delivery challenges.
- Understanding of emerging digital and technology trends particularly in the transport sector, with an ability to identify opportunities to adapt for our required outcomes.
- Proven experience of balancing the needs of legacy technology with introducing new methodologies and work practices to improve team effectiveness, quality and speed.

- Demonstrated ability monitoring and reporting on the performance of vendors to ensure delivery is in line with contractual obligations and performance metrics

Qualifications:

- A relevant tertiary qualification is preferred.

You will demonstrate knowledge of, or a willingness to gain an understanding of Te Ao Māori and promote tikanga and Te Reo Māori. You will also have knowledge of, or a willingness to gain an appreciation of Te Tiriti o Waitangi (the Treaty of Waitangi) as it applies in the public sector.

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