



Ngākau aroha Have heart

Kotahitanga Better together

Kia māia Be brave

Mahia Nail it

Position Description

Title:	Head of Digital Performance
Group:	Digital
Reports to:	Chief Digital Officer
Band:	21
Date:	February 2022

Context

Our purpose *Waka Kotahi. Moving. Together*
A land transport system connecting people, products and places for the thriving Aotearoa.

Group and team purpose

Te Aukaha | Digital strengthens Waka Kotahi through supporting our people and delivering future-focussed solutions. We enable digital change and provide quality data, information, technology, and security services

The Digital Performance Team will lead the development and implementation of effective operational performance monitoring and reporting, including the risk management framework and the Digital Change Portfolio.

Reporting and performance are critical functions within the Digital portfolio, providing a strong internal lever to accelerate the design and delivery of our strategic programmes and projects, support economic recovery, and provide greater confidence and certainty to industry.

Position purpose

The purpose of this role is to provide operational and strategic leadership for the Digital groups' performance monitoring, reporting, business planning, Digital Project Portfolio, and risk management functions. As well as leading the development and delivery of the group's contribution to the agency's business plan and financial overview.

Key relationships

Internal:

- Chief Digital Officer
- Chief Technology Officer
- Chief Information and Security Officer
- Digital Leadership Team
- Digital Executive Sub-Committee and relevant GMs
- Enterprise Risk & Legal
- EPMO and Enterprise Change
- Finance
- All other business groups

External:

- Other government agencies
 - Industry contractors and suppliers
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Dimensions

Size of business unit:	10-15 FTE (TBC)
Indicative budget scope:	TBC
Delegations:	Refer to the NZTA Delegations Register
Location:	Main Waka Kotahi offices

What the position involves

Accountabilities

As well as being accountable for demonstrating and modelling Waka Kotahi values and behaviours, your role has the following specific key accountabilities:

- Develop and align the group's strategic performance metric, monitoring, and associated reporting (internal and external)
- Lead a high performing Digital performance and reporting function.
- Manage the development of a coordinated risk management framework, identifying emerging issues and mitigation strategies
- Overview of Digital Project Portfolio including benefits realisation, and resource allocation/management
- Business planning and financial overview
- Ensure Digital operational planning, monitoring, and reporting function is aligned, integrated, and coordinated with the Agency business plan
- Maintain mechanisms to engage internal and external stakeholders to input into relevant decision-making.

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

Working effectively with Māori

Te Ara Kotahi – our Māori Strategy – supports Waka Kotahi to work effectively with Māori and is underpinned by uara (values) and our mātāpono (principles) of – Rangatiratanga, Manaakitanga, Kaitiakitanga, Whanaungatanga, Te Tiriti o Waitangi, Mana o te Reo, Huna Kore (no surprises approach), Auahatanga (creativity and innovation), Whakapono (integrity and honesty) and in recognition of Cultural Values.

As Waka Kotahi is an agent of the Crown, Te Tiriti o Waitangi/The Treaty of Waitangi is important to everything we say or do. We recognise it as an enduring document central to New Zealand's past, present and future. Building and maintaining meaningful relationships is important to work effectively with Māori, stakeholders and other agencies.

We accept our privileged role and responsibility to the partnership of the Treaty of Waitangi / Te Tiriti o Waitangi.

Values and Behaviours

Our values and behaviours underpin everything we do and form the core behavioural expectations for your role.

NGĀKAU AROHA Have heart means we have the wellbeing of our people, community and planet at the heart of everything we do. As Waka Kotahi we:

- Contribute to a safe and sustainable work environment.
 - Show respect for all people.
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- Treat others how we would like to be treated.
 - Are inclusive and connected
 - Look out for each other

KOTAHITANGA *Better together* means we achieve great things when we work together to build trusted relationships inside and outside of Waka Kotahi. As Waka Kotahi we:

- Build better relationships
- Join up our thinking and our doing
- Remove barriers to collaboration
- Seek and listen to others to learn and grow
- Invite conversation and feedback and always improve

KIA MĀĪA *Be brave* means our outcomes are better when we bring courage and self-belief to our passion and purpose. As Waka Kotahi we:

- Speak up when it matters
- Challenge to achieve the right outcome
- Make and own the tough decisions
- Find different perspectives to challenge thinking
- Face up to the difficult issues

MAHIA *Nail it* means we create enduring legacy, delivering our best work every day. As Waka Kotahi we:

- Are clear on what's important
- Deliver on the right outcomes
- Hold ourselves to account
- Help others succeed
- Celebrate success

As a member of the public sector we also hold ourselves to the highest standards of integrity and conduct.

SPIRIT OF SERVICE

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āianeī, 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 hāpori, 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.

More information on all the behaviours and standards are included in the Waka Kotahi Te Tikanga Whanonga – Our Code of Conduct.

Leadership expectations

Foundational expectations of People Leaders

As a People Leader at Waka Kotahi you will:

KEEP EVERYONE SAFE Keep safety and wellbeing front of mind for your people.

COMMUNICATE Have regular meetings with your team and other key stakeholders to maintain consistent updates and a two-way dialogue.

COACH Have quality 1:1's with your team on a regular basis to build rapport, prioritise workload, support through change, and make sure your people are clear on what's expected of them. You will prioritise PDP's and regular performance conversations to develop your people, address performance concerns proactively.

DEVELOP AND RECOGNISE Have regular development conversations with your team to support their growth, link development goals to business needs, and recognise them when they do a great job.

SEEK AND ACT ON FEEDBACK Regularly ask for and learn from feedback to improve our work environment and develop yourself.

BUILD A SUPPORTIVE TEAM ENVIRONMENT Foster an environment that is inclusive and supportive for your team. You will encourage your team to raise important issues or concerns and invite them to engage conflict in a constructive way.

PREVENT BULLYING and HARASSMENT Know how to identify bullying and harassment in the workplace and not tolerate any bullying and harassment within your team.

ENABLE SUCCESS Ensure that your people have what they need to do their best work and manage key events during their time here well.

In addition to these foundational expectations, it is important that as a leader you are embodying and encouraging the Waka Kotahi values and behaviours.

The value you will bring

As well as your leadership attributes, you will need to bring your 'know how':

Knowledge and experience:

- Significant experience (5+ yrs.) in a senior leadership role
- Significant experience of developing and implementing operational performance metrics and risk management strategies
- Proven experience of programme/portfolio and resource management
- Understanding of business planning, organisational strategy and change leadership
- Strong relationship management and communication skills

Qualifications:

- Relevant Tertiary qualification or significant equivalent in terms of experience

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.

To learn more about what we do visit www.nzta.govt.nz