

Ngā Kōrero e pā ana ki te Tūranga

Job Description

Lead Developer

Business Group	Te Pou Kōrero Digital and Data
Location	Wellington
Salary band	A9

Mahi i roto i te Ratonga Tūmatanui | Working in the Public Service

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

Mō ētahi atu kōrero hei whakamārama i tēnei kaupapa, haere ki | [You can find out more about what this means at Role and purpose - Te Kawa Mataaho Public Service Commission.](#)

To Mātou Aronga | What we do for Aotearoa New Zealand

At Te Tāhuhu o te Mātauranga | Ministry of Education, delivering our purpose makes a real difference to all ākonga of Aotearoa:

He mea tārai e mātou te mātauranga kia rangatira ai, kia mana taurite ai ōna huanga We shape an education system that delivers excellent and equitable outcomes

We fulfil our purpose by:

- delivering services and support nationally, regionally and locally to and through the education sector and in some cases directly to ākonga and whānau
- shaping the policies, settings and performance of the education system so that it is well placed to deliver equitable outcomes for ākonga and their whānau, from early learning through tertiary.

Tēnei Tūranga | About the role

The Lead Developer is a technical leader guiding teams through design, architecture, and coding.

As the Lead Developer you will mentor, review code, and solve complex problems while ensuring adherence to standards and fostering innovation. You will have strong communication skills, will collaborate across functions, evaluate technologies, manage technical delivery projects, and stay abreast of industry trends.

This role makes a valuable contribution to the Ministry of Education delivering excellent and equitable outcomes

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Ngā Haepapa | Accountabilities

As a Specialist within Te Tāhuhu o te Mātauranga | the Ministry of Education you will:

- Share specialist knowledge across the organisation and with stakeholders, working with others to inform operational level decision making.
- Contribute to an effective team with a positive approach to the work environment that encourages and supports high performance, collaboration and problem solving.
- Lead the resolution of issues, identifying risks and solutions to protect and enhance the integrity and reputation of the Ministry.
- Lead or contribute to the development and implementation of innovative and fit-for purpose solutions and frameworks for current and future challenges.
- Develop and use data and insights to make evidence-based decisions and recommendations on operational issues.
- Build capability in others through coaching, quality assurance, and proactively sharing knowledge and expertise.

As the Lead Developer you will:

- Analyse and understand business processes, objectives, and requirements to identify configurable solutions that align to their needs.
- Collaborate with stakeholders, to gather and document functional requirements and translate them into effective solutions.
- Design and develop scalable and efficient solutions by leveraging out of the box (OOTB) functionality where possible.
- Make recommendations on when to deliver features using no-code, low-code or code.
- Make recommendations to improve the reliability, efficiency and security of the platform.
- Take formal responsibility for code reviews and software design.
- Conduct system and data analysis to identify gaps, issues and opportunities for improvement within the platform.
- Provide expert guidance and recommendations on best practices, industry standards and platform specific capabilities to clients and internal teams.
- Mentor and guide less experienced team members.
- Work with practice leads and architecture to improve standards and processes.
- Evaluate new technologies and tools, assessing their suitability for inclusion in the technology stack
- Drive innovation within the team

You will make decisions in accordance with the Ministry's policies and delegations framework.

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Wheako | Experience

To be successful in this role you will have the following experience:

- Experience in a complex organisation
- Experience in building relationships and partnerships to achieve shared outcomes.
- Proven experience working with agile software development methodologies and an understanding of software development lifecycle (SDLC).
- Hands on experience delivering solutions on a low code application platform (LCAP).
- Experience with data analysis and modelling

Ngā Āheinga | Capabilities

To be successful in this role you will have the following capabilities and competencies:

- A track record of bringing people together and leading, coaching and mentoring others to achieve outcomes.
- A proven ability to use data and insights to identify trends, risks and opportunities, to influence and guide organisational and system-level decision making.
- A proven ability to critically analyse complex information to make effective decisions and recommendations.
- Excellent interpersonal and communication skills.
- Proven ability to work in, and provide technical leadership to a team, and to communicate at both a general business level and technical level.
- Negotiating and facilitating skills, including the ability to work effectively with a range of people in a variety of educational and cultural contexts.
- Sound levels of judgement, adaptability, integrity and the ability to handle confidential and sensitive information.
- Ability, and willingness to learn new languages and technologies.
- A commitment to ongoing personal and professional development.

Skills Framework for the Information Age

Strong IT capability is vital to keep us secure and to deliver innovative and effective solutions for the Education system. SFIA, the Skills Framework for the Information Age, is the technical competency and skills framework mapping individual professional skill level to a set of internationally recognised standards. Information about SFIA, including the SFIA competencies and skills required for this role, is available on the Ministry Intranet.

Capability	Level	Expectation
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Systems development management (DLMG)	6	<p>Sets policy and drives adherence to standards for systems development. Leads activities to make security and privacy integral to systems development.</p> <p>Identifies and manages the resources necessary for all stages of systems</p>
		<p>development projects.</p> <p>Ensures that technical, financial and quality targets are met.</p>
Specialist advice (TECH)	6	<p>Plans and leads the identification and assessment of emerging technologies and the evaluation of potential impacts, threats and opportunities.</p> <p>Creates technology roadmaps that align organisational plans with emerging technology solutions. Engages with, and influences, relevant stakeholders to obtain organisational commitment to technology roadmaps.</p> <p>Develops organisational guidelines for monitoring emerging technologies. Collaborates with internal and external parties to facilitate intelligence gathering.</p>
Software Design (SWDN)	6	<p>Leads the selection and development of software design methods, tools and techniques.</p> <p>Develops organisational policies, standards, and guidelines for software design and software architectures.</p> <p>Ensures adherence to technical strategies and systems architectures (including security).</p>
Organisational capability development (OCDV)	6	<p>Seeks out, identifies, proposes, and initiates capability improvement activities within the organisation.</p> <p>Leads substantial improvement programmes. Plans and manages the evaluation or assessment of organisational capabilities. Selects frameworks, approaches and techniques for use.</p> <p>Takes action to exploit opportunities to deliver measurable, beneficial impacts upon operational effectiveness. Devises solutions and leads change initiatives, including communication, transition and implementation activities.</p> <p>Monitors international, national, and sector trends in order to establish the needed capability.</p>
Programming/software Development (PROG)	6	<p>Develops organisational policies, standards, and guidelines for software construction and refactoring.</p> <p>Plans and leads software construction activities for strategic, large and complex development projects.</p> <p>Adapts or develops new methods and organisational capabilities and drives adoption of, and adherence to policies and standards.</p>

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Innovation (INOV)	5	<p>Manages the innovation pipeline and executes innovation processes.</p> <p>Develops and adapts innovation tools, processes and infrastructures to drive the process of innovation. Identifies resources and capabilities needed to support innovation.</p> <p>Encourages and motivates innovation communities, teams and individuals to share creative ideas and learn from failures.</p> <p>Manages and facilitates the communication and open flow of creative ideas between interested parties and the set-up of innovation networks and communities.</p>
Methods and tools (METL)	5	<p>Provides advice, guidance and expertise to promote adoption of methods and tools and adherence to policies and standards.</p> <p>Evaluates and selects appropriate methods and tools in line with agreed policies and standards. Contributes to organisational policies, standards, and guidelines for methods and tools.</p> <p>Implements methods and tools at programme, project and team levels including</p>
		<p>selection and tailoring in line with agreed standards.</p> <p>Manages reviews of the benefits and value of methods and tools. Identifies and recommends improvements.</p>
Stakeholder relationship management (RLMT)	5	<p>Identifies the communications and relationship needs of stakeholder groups.</p> <p>Translates communications/stakeholder engagement strategies into specific activities and deliverables.</p> <p>Facilitates open communication and discussion between stakeholders.</p> <p>Acts as a single point of contact by developing, maintaining and working to stakeholder engagement strategies and plans. Provides informed feedback to assess and promote understanding.</p> <p>Facilitates business decision-making processes. Captures and disseminates technical and business information.</p>
Emerging technology monitoring (EMRG)	4	<p>Supports monitoring of the external environment and assessment of emerging technologies.</p> <p>Contributes to the creation of reports, technology roadmapping and the sharing of knowledge and insights.</p>
Solution Architecture (ARCH)	4	<p>Contributes to the development of solution architectures in specific business, infrastructure, or functional areas.</p> <p>Identifies and evaluates alternative architectures and the trade-offs in cost, performance, and scalability. Determines and documents architecturally significant decisions.</p> <p>Produces specifications of cloud-based or on-premises components, tiers and interfaces, for translation into detailed designs using selected services and products.</p> <p>Supports projects or change initiatives through the preparation of technical plans and application of design principles. Aligns solutions with enterprise and solution architecture standards (including security).</p>

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Tātai Pou | Our Cultural Competency

Tātai Pou is our Māori Cultural competency framework. It has been aligned and is complementary to the Māori Crown Relations Capability Framework (MCR). Tātai Pou is designed to support our people and organisation to give effect to the articles of te Tiriti o Waitangi in our work. The work-based capabilities have four focus areas and describe four levels of competency (high, confident, developing and essential) that enable us to deliver our partnership approach so that Māori enjoy and achieve educational success as Māori.

Pou Hono Valuing Māori	Developing
Pou Mana Knowledge of Māori content	Developing
Pou Kipa Achieving equitable education outcomes for Māori	Developing
Pou Aroā Critical consciousness of racial equity for Māori	Developing

Leadership Success Profile - Te Kawa Mataaho | Public Service Commission

Leadership matters. Strong leadership at every level in the Public Service will transform the experiences of New Zealanders. The Leadership Success Profile establishes “what good looks like” for leadership at all levels. Information about how the Leadership Success Profile applies to this role is available on the Ministry’s intranet.

Ngā Whakaaetanga | Approvals

Date Reviewed and Approved	March 2026
Approved By	HR Advisory team