Ngā Kōrero e pā ana ki te Tūranga

Job Description

Senior SAS Developer

Business Group	Te Pou Rangatōpū	Corporate
Location	Wellington
Salary band	A8

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 āianei, 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 Senior SAS Developer is responsible for developing and maintaining high quality data warehousing solutions that support the Ministry's analysis and decision-making process. The Senior SAS Developer must perform development, maintenance, data analysis, testing and quality assurance duties throughout the data warehouse lifecycle.

The Senior SAS Developer ensures that the solutions they build and support are efficient, effective and provide value to the business. They also provide technical expertise and advice during the design and development of data solutions. The role will make a valuable contribution to the strategic direction of the business units within the Te Tāhuhu o te Mātauranga| Ministry of Education.

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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 Senior SAS Developer you will:

- Contribute to the maintenance and development of the team's knowledgebase for design models, development standards, tips and techniques for tools, building components, test plans, test scripts and project deliverables.

- Contribute to the analysis, design, testing, implementation and maintenance of data structures and schemas to support use by stakeholders.

- Modify and troubleshoot SAS-based products, programs and solutions.

- Maintain up-to-date knowledge and awareness of data warehousing and business intelligence industry best practice.

- Make recommendations to improve the reliability, efficiency and security of the platform.

- Take formal responsibility for code reviews and data warehouse design.

- Mentor and guide less experienced team members.

- Reviewing existing SAS code, with a view to standardising, modularising, documenting and (where decided) migrating to enterprise alternatives.

- Work with the Practice Manager, Lead Data Warehouse Developer and Architects to improve standards and processes.

- Maintain, support and influence the reliability of the Ministry's development environments.

- Ensure the supported platforms, applications and processes remain secure and robust.

- Provide advice and assistance to business units with supported functions and processes.

- Provide support and guidance to end users related to the output products.

- Act as the SAS subject matter expert, liaising with the Ministry's SAS userbase.

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

Job Description

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.

- Industry certifications, or equivalent proven experience.

- Extensive use (8+ years) of the SAS platform and tooling in a professional context.

- Experience in the use and development of data warehousing and BI reporting technologies.

- A good understanding of database and data warehouse concepts, ideally with demonstrated experience in Ralph Kimball and data vault data warehouse approaches.

- Exposure to working with agile software development methodologies and an understanding of software development lifecycle (SDLC).

- Experience in requirements analysis for estimation.

- Experience in data analysis, modelling and reporting.

- Advanced problem solving and data analytical skills.

- Experience in ETL testing (peer reviews, unit, smoke and acceptance testing).

- Broad understanding of software languages and business intelligence tools, such as R, PowerBI, C#, Python or Java.

- An interest in Continuous Integration/Continuous Deployment automation.

- An understanding of data management principles, such as Data Quality, Reference Data, MDM, Metadata Management.

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.

- Excellent interpersonal and communication skills.

- A commitment to ongoing personal and professional development.

- Good problem solving and analytical skills, with the ability to identify issues and develop effective action plans.

- 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 to maintain effective relationships with customers and gain their trust and respect.

- Ability to mentor and share knowledge with SAS users.

- Sound organisation and planning skills.

Job Description

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
Specialist advice (TECH)	5	Provides definitive and expert advice in their specialist area.
		Actively maintains recognised expert level knowledge in one or more identifiable specialisms.
		Oversees the provision of specialist advice by others. Consolidates expertise from multiple sources, including third-party experts, to provide coherent advice to further organisational objectives.
		Supports and promotes the development and sharing of specialist knowledge within the organisation.
Programming/software Development (PROG)	5	Takes technical responsibility across all stages and iterations of software development.
		Plans and drives software construction activities. Adopts and adapts appropriate software development methods, tools and techniques.
		Measures and monitors applications of project/team standards for software construction, including software security.
		Contributes to the development of organisational policies, standards and guidelines for software development.
Methods and tools (METL)	5	Provides advice, guidance and expertise to promote adoption of methods and tools and adherence to policies and standards.
		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.
		Implements methods and tools at programme, project and team levels including selection and tailoring in line with agreed standards.
		Manages reviews of the benefits and value of methods and tools. Identifies and recommends improvements.
Stakeholder relationship management (RLMT)	5	Identifies the communications and relationship needs of stakeholder groups. Translates communications/stakeholder engagement strategies into specific activities and deliverables.
		Facilitates open communication and discussion between stakeholders.
		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.
		Facilitates business decision-making processes. Captures and disseminates technical and business information.
Data management (DATM)	3	Implements standard data management practices based on detailed organisational requirements.
		Monitors and maintains data quality through regular reviews and validation checks. Communicates the details of data management procedures to others, helping with their understanding and compliance.

Data modelling and design (DTAN)	3	Applies standard data modelling and design techniques based upon a detailed understanding of organisational requirements. Establishes, modifies and maintains data structures and associated components. Communicates and explain the details of data structures and components to others.
Data analytics (DAAN)	3	Supports data analytics by gathering and preparing data from multiple sources. Applies analytical and statistical methods and software tools to analyse data and develop reports. Assists in identifying trends, patterns and insights that inform business decisions. Collaborates with team members to refine analysis techniques and maintain data quality.

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	June 2025
Approved By	HR Advisory Team