



Ngā Kōrero e pā ana ki te Tūranga

## Job Description

### Senior Data Warehouse 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 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 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 Data Warehouse Developer is responsible for developing and maintaining high quality data warehousing solutions that support the Ministry's analysis and decision-making process.

The Senior Data Warehouse Developer must perform development, maintenance, data analysis, testing and quality assurance duties throughout the data warehouse lifecycle. The Senior Data Warehouse 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 Data Warehouse 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 programs and systems.
- 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.
- Work with the Product 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

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.
- A relevant tertiary qualification, industry certifications, or equivalent proven experience.
- Experience in the use and development of data warehousing and BI reporting technologies.
- A good understanding of database and data warehouse concepts, with demonstrated experience in Ralph Kimball and data vault data warehouse approaches.
- Extensive use (8+ years) of SQL, SQL Server, T-SQL and ETL tooling, such as SSIS and BimlFlex.
- 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).
- Knowledge of software languages such as 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:

- 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.
- A proven ability to use data and insights to identify trends, risks and opportunities, to inform organisational and system-level decision making.
- 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.
- Sound organisation and planning skills.
- Excellent interpersonal and communication skills.
- Proven ability to work in a team, and to communicate at both a general business level and technical level.
- A commitment to ongoing personal and professional development, and a willingness to learn new technologies.

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## 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   |
|--|-------|---|
| Technical specialism<br>TECH                 | 5     | <p>Provides definitive and expert advice in their specialist area.</p> <p>Actively maintains recognised expert level knowledge in one or more identifiable specialisms.</p> <p>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.</p> <p>Supports and promotes the development and sharing of specialist knowledge within the organisation.</p> |
| Programming/<br>software development<br>PROG | 4     | <p>Designs, codes, verifies, tests, documents, amends and refactors complex programs/scripts and integration software services.</p> <p>Contributes to the selection of the software development methods, tools and techniques.</p> <p>Applies agreed standards and tools to achieve well-engineered outcomes.</p> <p>Participates in reviews of own work and leads reviews of colleagues' work.</p>   |
| Methods and tools<br>METL                    | 4     | <p>Provides advice and guidance to support the adoption of methods and tools and adherence to policies and standards.</p> <p>Tailors processes in line with agreed standards and evaluation of methods and tools.</p> <p>Reviews and improves usage and application of methods and tools.</p>   |
| Release and deployment<br>RELM               | 4     | <p>Assesses and analyses release components for input to release scheduling.</p> <p>Maintains and administers tools and methods for software delivery, deployment and configuration.</p> <p>Maintains release processes and procedures.</p>   |
| Stakeholder relationship management<br>RLMT  | 4     | <p>Deals with problems and issues, managing resolutions, corrective actions, lessons learned, and the collection and dissemination of relevant information.</p> <p>Implements stakeholder engagement/communications plan. Collects and uses feedback from customers and stakeholders to help measure the effectiveness of stakeholder management.</p> <p>Helps develop and enhance customer and stakeholder relationships.</p>  |
| Data modelling and design<br>DTAN            | 3     | <p>Applies standard data modelling and design techniques based upon a detailed understanding of organisational requirements.</p> <p>Establishes, modifies and maintains data structures and associated components.</p> <p>Communicates and explain the details of data structures and components to others.</p>   |

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|                         |   |   |
|-------------------------|---|---|
| Data Management<br>DATM | 2 | Assists in implementing data management activities under close guidance and supervision.<br>Helps create and maintain documentation of data management activities.<br>Helps identify and report issues and discrepancies. |
|-------------------------|---|---|

## 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 |