

Digital Solutions & Architecture Manager

Horopaki | Context

Kaunihera Taiao ki Waitaha | Canterbury Regional Council, also known as Environment Canterbury, is the Regional Council for the largest region in Aotearoa/New Zealand, covering an area of 44,500 square kilometres, with a population of approximately 700,000.

As a regional council, we are responsible for managing natural resources including air, soil, water and land. We work in partnership with mana whenua Ngāi Tahu to protect the health of our environment to ensure a sustainable and prosperous future for our region.

The region's evolving environmental and political context means we will continue to be agile and adaptive, as we respond to regulatory and environmental changes.

Our mahi (work) is organised around the delivery of our three core services:

- Environmental Regulation and Protection
- Community Preparedness and Response to Hazards
- Public Transport

We are guided by our strategic drivers (pou):

- Putting the community and our customers at the heart of everything we do
- Growing our relationship with mana whenua into a true partnership
- Maturing our governance model and understanding of our political environment
- Removing pain for our people (and customers) by improving our systems and processes.

Our mahi is also underpinned by our values:

- Kaitiakitanga (stewardship)
- Pononga (integrity)
- Manaakitanga (people first)
- Whanaungatanga (collaboration)
- Māiatanga (can do).

Aronga | Purpose

The purpose of this role is to provide clear leadership and coordination across Environment Canterbury's three specialist digital functions — Digital Architecture, Applications & Delivery, Integration & DevOps. The role ensures that these functions work together effectively, with consistent direction, clear priorities, and alignment to organisational goals.

Reporting to the General Manager Digital, the Digital Solutions & Architecture Manager translates strategy into coordinated plans, oversees delivery across the three functions, and provides assurance that systems and platforms are reliable, integrated, and future-ready. The role exists to:

- Lead three Team Leaders and their teams, providing clarity, direction, and coaching.
- Ensure applications, integrations, and architectural frameworks align with organisational strategy and digital roadmaps.
- Balance resources and priorities across the three functions so effort is directed where it delivers the greatest value.
- Provide the GM Digital with trusted advice and assurance on risks, dependencies, and emerging opportunities across these domains.
- Strengthen internal and external partnerships so that ECan's digital capability supports both operational delivery and long-term strategic outcomes.

As a people leader, this role will provide engaging and dynamic leadership, integrating operational and functional alignment to drive high performance and deliver quality services to our communities, in line with our values, strategies, ways of working and Long-Term/Annual Plan commitments.

This includes thinking about organisation-wide interests and impacts when interacting with customers or when planning activities and expenditure, collaborating inside the organisation to achieve the desired culture, making sound business decisions and taking ownership of leading and managing our people.

Ngā Haepapa | Accountabilities

Strategic Alignment and Planning

- Support the General Manager - Digital to develop a strategy that integrates Digital Solution insights with enterprise and solution architecture, to support and contribute to the organisation's strategic objectives, goals and annual planning.
- Develop, lead and maintain a functional team strategy that aligns and supports the overarching digital strategy and organisational goals. Maintain, Review and adapt this strategy to ensure continued alignment with the organisations evolving strategic objectives, priorities and goals.
- Translate this strategy into clear digital roadmaps that ensure consistency between teams. Embedding flexibility into these roadmaps to enable agile responses to emerging opportunities or risks in the Digital Solutions and Architecture landscapes allowing for continued alignment to shifts in the organisational strategy and goals.
- Ensure dependencies and cross-functional priorities are identified and managed, so teams are working to a coherent direction.
- Provide the GM Digital with consolidated insights on risks, resourcing, and opportunities, enabling informed decision-making at senior levels.

Enterprise Governance and Assurance

- Oversee adherence to enterprise architecture frameworks, application governance standards, and integration practices, providing assurance that the three functions are consistent and aligned.
- Ensure risks, issues, and emerging gaps across functions are identified early, and escalated where necessary.
- Act as the link between the GM Digital's strategic direction and the Team Leaders' technical delivery, ensuring boundaries and responsibilities are clear.

Operational Oversight and Prioritisation

- Standardise operational practices, reporting frameworks and foster the use of in-house project management methodologies, to ensure consistency, transparency, and efficiency across teams.
- Oversee prioritisation and sequencing of work across the functions, ensuring resources are directed to agreed organisational priorities, while fostering a culture of shared ownership, collaboration and continuous improvement, while driving alignment between teams and consistency in our ways of work.
- Support Team Leaders to foster a collaborative, adaptive culture that encourages continuous improvement, shared resourcing, and process simplification across functions.
- Maintain visibility of delivery performance at a functional level, providing early warning of risks or impacts, without duplicating detailed project or technical management.

Stakeholder Engagement and Partnerships

- Represent the three functions collectively in cross-organisational forums, providing a single point of leadership for architecture, applications, and integration.
- Partner with mana whenua to ensure Ngāi Tahu aspirations, Mātauranga Māori, and data sovereignty principles are reflected consistently across all functions.
- Manage higher-level vendor relationships and contracts that span multiple functions, while Team Leaders manage operational vendor engagement.

Taking action together to shape a thriving and resilient Canterbury, now and for future generations.

Toitū te marae o Tāne, toitū te marae o Tangaroa, toitū te iwi.

Continuous Improvement and Ways of Working

- Drive consistency and maturity in how the three functions plan, deliver, and report on work.
- Champion adoption of practices (such as agile and DevOps) across functions, while leaving detailed methodology and tools to the Team Leaders.
- Identify opportunities for simplification and alignment across teams, ensuring lessons learned and improvements are shared.

Leadership of Functions and People

- Lead, coach, mentor, and develop direct reports the three Team Leaders (Digital Architecture, Applications & Delivery, Integration & DevOps), ensuring their functions are aligned and operating effectively, while supporting them to create a high performing and engaged workforce through:
 - Creating a clear vision, direction, and priorities, harnessing the energy, commitment, and creativity of direct reports to deliver business outcomes.
 - Developing and maintaining strategies, annual plans and work programmes to deliver a fit-for-purpose function.
 - Encouraging kaimahi (team members) to develop their te ao Māori confidence.
 - Taking appropriate and proactive actions to reward and recognise performance and address poor performance or behavioural matters.
 - Maintaining an overview of workload to ensure resources are sufficient to deliver on agreed programmes of work.
 - Ensuring the ongoing development and growth of kaimahi capability by leading and developing direct reports through regular performance reviews, coaching and feedback; creating a high performing, engaged and aligned culture, seeking advice from your manager or People and Capability where required.

Toitū Te Tiriti | Treaty Partner Excellence

- Deliver outcomes that underpin and give effect to achieving Ngāi Tahu cultural and environmental aspirations, including but not limited to, mahinga kai and revitalisation programmes.
- Connect with our Ngāi Tahu partner to ensure understanding of Ngāi Tahu aspirations and priorities so that there is genuine input and contribution, which can be considered in mahi programme development and prioritisation.
- Demonstrate openness and courageousness in approaching issues and in co-design of processes and systems, supporting thought leadership that can give effect to the progression of the partnership.
- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within Waitaha/Canterbury and Te Rūnanga o Ngāi Tahu, to demonstrate our commitment to recognise and provide for the kaitiaki/responsibility Ngāi Tahu has for the natural environment. This will include sharing of knowledge and information, creating opportunities for increased participation in decision-making processes, effective engagement and development of existing working relationships.
- Support the organisation's cultural capability journey, leading by example and identifying clear priorities, expectations, and development opportunities for individual capability; planning and aligning work to support organisational cultural capability across all aspects of delivery.

Hauora me te Marutau | Health and Safety

The health, safety and wellbeing of our kaimahi and community is a priority for the Council, and we proactively implement robust health and safety practices. To meet our legal obligations you must:

- Understand the health and safety and risk obligations that rest with this position, and care for your own health, safety and wellbeing and that of others you may interact with.

Taking action together to shape a thriving and resilient Canterbury, now and for future generations.

Toitū te marae o Tāne, toitū te marae o Tangaroa, toitū te iwi.

- Ensure awareness of, and compliance with, legislative and operational standards, policies and guidelines, including the Council's code of conduct.
- Maintain an enquiring mind, undertake your own due diligence, and apply your knowledge of best practice to ensure a detailed understanding of any risks associated with this position.
- Ensure that relevant certifications are maintained, if applicable.

The health, safety and wellbeing of our kaimahi and community is a priority for the Council, and we proactively implement robust health and safety practices. People leaders' responsibilities include:

- Understand the health and safety and risk obligations that rest with this position and act at all times to ensure accountabilities are met.
- Maintain a safety-focused culture where health, safety and wellbeing are at the heart of decision making for kaimahi and the communities within which we operate.
- Maintain an enquiring mind, undertake due diligence and apply knowledge of best practice to ensure a detailed understanding of any risks kaimahi may face in their mahi and ensure these are appropriately removed or mitigated.
- Ensure awareness of and compliance with legislative and operational standards, and that relevant certifications are maintained.
- Ensure methods are in place to recognise and celebrate best practice and safety innovation.
- Provide opportunities for team involvement, education, and genuine participation in safety matters.
- Ensure methods are in place for all kaimahi, contractors and suppliers to be appropriately inducted and certified to carry out tasks safely.
- Ensure any organisational audit and assurance programme is undertaken as required and results are acted upon and regularly reviewed.
- Ensure processes are in place to communicate, consider and respond to information about health and safety.
- Take a planned approach to identify, analyse and manage risks within the section.
- Ensure regular monitoring and reviews are undertaken of risk controls and their effectiveness in relation to legislation, regulations and guidelines, organisational policies, procedures and our code of conduct.

Hononga ā-Mahi | Working Relationships

Kai rō Kaunihera | Within the organisation

- Accountable to General Manager of Digital
- Provides oversight and direction to the three Team Leaders (Digital Architecture, Applications & Delivery, Integration & DevOps).
- Works closely with peers in the Digital Solutions leadership group to ensure consistency, alignment, and shared priorities.
- Builds strong partnerships with business managers and teams across the organisation to ensure digital solutions support business outcomes.
- Provides advice and assurance to senior leaders on risks, dependencies, and performance across digital functions.

Kai waho i te Kaunihera | Outside the organisation

- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within Waitaha /Canterbury and Te Rūnanga o Ngāi Tahu.
- Demonstrate Council's commitment to recognise and provide for the kaitiaki responsibility Ngāi Tahu has for the natural environment. This will include sharing of knowledge and information, creating opportunities for increased participation in decision making processes, effective engagement and development of existing working relationships.
- Manages strategic relationships with vendors, service providers, and contractors, ensuring value for money and access to innovation.

Taking action together to shape a thriving and resilient Canterbury, now and for future generations.

Toitū te marae o Tāne, toitū te marae o Tangaroa, toitū te iwi.

- Represents ECan at sector groups, national forums, and professional networks, contributing to wider conversations on digital governance, architecture, and solutions.
- Engages with other local and central government agencies to share knowledge, align approaches, and identify opportunities for collaboration.

Ngā Herenga Motuhake | Special Conditions

As a regional council, we have a specific requirement to provide a civil defence function for Waitaha. Kaimahi are required to be available to assist, support or be associated, as reasonably required, with any Civil Defence emergency or any exercise organised in relation to this function.

Additionally, all kaimahi are expected to assist, support and respond, as reasonably required, to any event where the Business Continuity Plan is activated.

Māngai Whakahaere | Delegations and Authorities

Where specified, this role has delegated authority to make decisions in accordance with Council-approved delegations, and authority for decision making in accordance with policies and guidelines for financial, people management and media-related activities.

Additional specific delegations may be given by the Chief Executive to the Chief People Officer on people and safety matters from time to time.

Ngā Āheitanga | Capabilities

Tohu Mātauranga | Qualifications

- A bachelor's degree in information systems, Computer Science, Engineering, or a related discipline (postgraduate qualification in digital leadership, business, or public administration desirable).
- Recognised certifications or demonstrated knowledge in enterprise architecture frameworks (e.g. TOGAF, Zachman, or equivalent) are an advantage.
- Relevant qualifications or demonstrated experience in project, programme, or portfolio management (e.g. PRINCE2, MSP, or Agile certifications) are desirable.
- Ongoing commitment to professional development in digital governance, emerging technologies, and leadership practice.

Mātau ā-wheako | Experience

- Proven senior leadership experience (typically 10+ years) in digital or ICT, with responsibility for coordinating or managing multiple technical functions or domains.
- Demonstrated success in leading leaders, with direct accountability for multiple Team Leaders or equivalent.
- Strong background in enterprise architecture, application portfolio management, or systems integration, with the ability to provide oversight and alignment rather than detailed technical delivery.
- Experience in translating digital strategy into functional plans and ensuring delivery through alignment, prioritisation, and governance.
- Track record of providing assurance to senior executives or governance bodies on digital risks, dependencies, and performance.
- Experience in vendor and contract management at a strategic level, particularly where contracts span multiple technical domains.
- Strong understanding of cyber security, data governance, and information management practices relevant to a public sector context.
- Familiarity with cloud platforms and enterprise environments (e.g. Microsoft Azure, Dynamics 365, or equivalent).

Taking action together to shape a thriving and resilient Canterbury, now and for future generations.

Toitū te marae o Tāne, toitū te marae o Tangaroa, toitū te iwi.

- Demonstrated success in building partnerships with internal business leaders, external vendors, and sector partners, ideally including experience working alongside mana whenua or in bicultural contexts.
- Experience in continuous improvement and change leadership, particularly embedding practices such as agile or DevOps across teams.

Ngā Pūkenga Matatau | Core Competencies

Specific behaviours at the Head of Digital Solutions and Architecture level sit beneath each of the following organisational competencies.

Customer Focus	Ensuring that the customer perspective is a driving force behind decisions and activities. Initiating and maintaining relationships inside and outside the organisation.
Business Acumen	Using an understanding of the organisation's position to contribute to effective strategies and tactics by using economic, financial and industry information. Thinking from the ratepayers' perspective.
Achieving Outcomes	Translating strategic priorities into operational reality; aligning communication, accountabilities, resources, internal processes and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.
Leading Change	Identifying and driving organisational and cultural changes needed to adapt strategically to changing demands, technology, and internal initiatives; using new approaches to improve results by transforming organisational culture, systems, or services.
Common Purpose	Working towards a compelling view of the future by engaging with the organisation's vision; understanding and aligning to the common purpose.
Building Capability	Attracting, developing, engaging, and retaining talented individuals allowing the organisation to meet current and future organisational challenges. Sharing authority, responsibilities and decision making to enable individuals to stretch their capabilities and accomplish strategic priorities.

The above statements are intended to describe the general nature and level of work being performed; they are not an exhaustive list of all responsibilities, duties and skills required of the position and incumbent. From time to time the incumbent will be required to accept and carry out other duties.

Band / Grade
9 / 22

Position Code

Last Updated
[November 2025]

I agree to undertake the responsibilities detailed in this job description:

Ingoa | Name:

Waitohu | Signature:

Rā | Date Signed:

Taking action together to shape a thriving and resilient Canterbury, now and for future generations.
Toitū te marae o Tāne, toitū te marae o Tangaroa, toitū te iwi.