

## Team Leader Integration and DevOps



### Horopaki | Context

Environment Canterbury is the Regional Council for the largest region in New Zealand Aotearoa. We are committed to working 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 future environmental and political context affecting Canterbury means that Environment Canterbury's response to work delivery will need to be adaptive into the future, with regulatory changes, and environmental changes driven by climate change.

Our work/mahi focuses on the delivery of three core services to the Canterbury/Waitaha community: (Environmental Regulation and Protection; Community Preparedness and Response to Hazards; and Public Transport) and we are guided by our strategic pou of:

- 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 of Kaitiakitanga/Stewardship, Pononga/Integrity, Manaakitanga/People First, Whanaungatanga/Collaboration, and Māiatanga/Can Do.

### Aronga | Purpose

To manage the line-of-business software integrations within the organisation to ensure their continual updating, improvement and seamless integration, providing optimal functionality for users.

As a people leader, this role will provide engaging and dynamic leadership, integrating operational and functional alignment to drive high performance and outcomes that ensure quality services are delivered to our communities in accordance 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

Support the General Manager Digital

- Contribute as required to advice to Council with regard to line of business integrations providing timely and accurate reports to Council and sub committees as required.
- Understand and contribute to the Digital and IT strategies of the organisation ensuring there is alignment with the current and future IT roadmaps.
- In conjunction with the other Digital Solutions team leaders, contribute to ongoing service improvement activity including but not limited to processes, systems improvements, standards and templates.
- Using system leadership act as an optimiser in productive organisational systems through ensuring the team is working cohesively on work that is understood and optimised, team processes are continuously improved and measured on effectively achieving community outcomes.

### Functional Delivery

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- Manage the team's adherence to design artefacts in accordance with the Digital Solutions guidelines and architecture technical blueprints and accurately reflect delivered software integrations.
- Manage the resource allocation for the team and vendors to ensure the desired outcomes while delivering on current priorities.
- Manage the conflicting priorities for the team in partnership with key business stakeholders and peers.
- Manage the team to plan all software integration changes to be in alignment with all the architectural domains, to ensure data quality, consistency and compatibility.
- Manage the team, driving best practises in development and improve the quality and performance of the current technology and integration framework.
- Responsible for establishing and maintaining vendor relationships for software integrations related contracts to ensure the robust support of core applications.
- Oversee and monitor the implementation process with regard to integrations by liaising with Team Leader Applications & Delivery and vendors, planning initiatives with the team, to ensure successful delivery of agreed-upon schedule and quality standards. Manage the team to ensure the continuity, reliability, and efficiency of integrations across the organisation, maintaining high standards and proactively addressing risks to support seamless business operations.
- Leads the implementation of the organisation's integration strategy and DevOps practices, driving alignment with business needs, optimising processes, and ensuring compliance with regulatory and security standards.
- Oversee the design, implementation, and maintenance of CI/CD pipelines, automation tools and frameworks to ensure efficient and reliable DevOps deployment.
- Collaborate with cross-functional teams, including software development, operations, and project management, to align integration and DevOps efforts.
- Maintain a comprehensive perspective on technology and platforms within Integration and DevOps area of responsibility.

#### Team Leadership

- Lead, coach, mentor, and develop a team of IT professionals, while supporting them to create a high performing and engaged workforce through:
  - Leading by example to promote a culture where diversity is valued, and behaviours align with Environment Canterbury values.
  - 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.
  - Engaging and dynamic leadership, integrating operational and functional alignment to drive high performance and outcomes that ensure quality services are delivered to our communities in accordance with our values, strategies, ways of working and Long-Term/Annual Plan commitments.
  - Encouraging kaimahi 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 (team members) capability by leading and developing direct reports through regular performance reviews, coaching and feedback to create a high performing, engaged and aligned culture, seeking advice from manager or People and Capability where required.

## **Toitū Te Tiriti | Treaty Partner Excellence**

- Deliver outcomes that underpin and give effect to the achievement of Ngāi Tahu cultural and environmental aspirations, including but not limited to, Mātauranga Māori and data sovereignty.
- Connect with our Ngāi Tahu partner to ensure understanding of Ngāi Tahu aspirations and priorities so that there is genuine input and contribution so these can be considered in mahi programme development and prioritisation.
- Demonstrate an openness and courageousness in approach to issues and 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 the Waitaha Canterbury rohe and Te Rūnanga o Ngāi Tahu. To demonstrate our 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.
- Support the organisation's cultural capability journey, leading by example and identifying clear priorities, expectations, and development opportunities for individual capability and for the conscious planning and alignment of work to support organisational cultural capability across all aspects of delivery.

## **Hauora me te Marutau | Health and Safety**

Environment Canterbury is proactive in advocating robust Health and Safety practices; we take health, safety, and wellbeing very seriously.

- 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 (our people) and the communities within which we operate.
- Maintain an enquiring mind, undertake own due diligence and knowledge on best practice to ensure a detailed understanding of any risks kaimahi (our people) may face in their mahi (work) and 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 the General Manager Digital
- Liaise closely with the Digital Solutions Leadership to ensure consistency when delivering solutions and advice, alignment with Digital, IT strategies and organisational needs.
- Team Leader Digital Architecture to ensure integration and development design decisions work with existing or future state and ensuring implementation is in line with architecture roadmap.
- Work closely with the Tuia te Herenga team to advance ways of working in line with Environment Canterbury Treaty Partner aspirations.

### Kai waho i te Kaunihera | Outside the organisation

- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within the Waitaha Canterbury rohe and Te Rūnanga o Ngāi Tahu. To demonstrate our 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.
- Liaise with vendors and service providers to establish and maintain effective working relationships.
- Attend industry events and meetings to keep abreast of emerging technologies and trends.
- Develop and maintain collaborative working relationships with related organisations locally and nationally.
- Represent the organisation at conferences, working groups, and user-groups.

## Ngā Herenga Motuhake | Special Conditions

- As a regional council, Environment Canterbury is required to deliver a civil defence function for Waitaha (Canterbury). As such, all employees are required to be available to assist, support or be associated, as reasonably required, with an emergency response under Civil Defence or for any exercise that might be organised in relation to this function.
- All kaimahi are expected to assist, support and respond to, as reasonably required, any event where a Business Continuity Plan is activated.
- Given that the Council has responsibility across the Canterbury region you may be required to work and travel throughout the Canterbury Region when and as is reasonably determined by the Council.
- Overnight stays may be required while undertaking site visits across the region.
- Some work may be required outside the normal working hours from time to time.

## Māngai Whakahaere | Delegations and Authorities

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.

## Ngā Āheitanga | Capabilities

### Tohu Mātauranga | Qualifications

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- A bachelor's degree specialising in Computer Science or Computer Engineering.

### **Mātau ā-wheako | Experience**

- At least 10 years of experience leading a team responsible for developing and maintaining enterprise integrations or managing a development team operating within a DevOps environment.
- Significant experience leading people in a technical environment within a diverse organisation, including creating a common vision, strong team culture, and addressing non-performance.
- Experience leading an integration and DevOps function.
- At least 2 years leading teams using Agile techniques. Experience with integration platforms and technology preferable Azure.
- Experience in integrating to and with various enterprise software platforms.
- Awareness with the Microsoft Systems Applications Suites for Dynamics both CRM, BC (Business Central).
- Ability to understand and apply best practice IT knowledge and solutions.
- Strong communication skills to articulate technical concepts in a manner suited to the audience and to manage user expectations in line with data strategy, business priorities and resourcing.
- Strong skills in developing effective lateral working relationships with peers to ensure integration and DevOps work meets organisational needs.
- Proven project management skills including a record in delivering solutions within agreed timeframes to achieve organisational outcomes
- Experience in managing budgets, eg project budgets and the delivery of work to budget.

### **Ngā Pūkenga Matatau | Core Competencies**

Specific behaviours at the Team Leader level beneath each of the following organisational competencies. To identify the competency expectations at this level view the competency framework in the P&C Kete.

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

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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. However, from time to time the Team Leader will be required to accept and carry out other duties.

<b>Location</b>	Christchurch	<b>Position Code</b>	SERVINF.125
<b>Band</b>	7	<b>Last Updated</b>	6 December 2024

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

**Ingoa | Name:**

**Waitohu | Signature:**

**Rā | Date Signed:**