Principal Policy Advisor – Data System (Te Ao Māori)

The purpose of this role

As Principal Policy Advisor you will bring your expert knowledge to help lead and shape the on-going development and refinement of policy, contributing to the direction and operation of New Zealand's data system. You will provide expert advice and thought leadership to support a variety of critical stakeholders, including the Minister, Government Statistician and Chief Government Data Steward, and the senior leadership of Stats NZ. You will develop and maintain professional relationships and networks across the data system, fostering intellectual, and operational cooperation.

You will be accountable for providing strategic and tactical direction, advice and support on all aspects of developing and executing policy. You will be a strategic thinker who makes connections between government strategies, international trends, and Stats NZ's own governance and operational requirements. You will bring to bear your experience in machinery of government and in big "P" policy processes. You will be comfortable working with a wide range of people, providing effective coaching to lift policy development capability across Stats NZ.

You will be required to represent Stats NZ across a variety of internal and external fora and will be expected to influence and shape the development of policy priorities. This will require significant relationship management both internal and external stakeholders.

Key deliverables/accountabilities

You will be expected to:	You will achieve this by:
Provide leadership, policy advice and support to address strategic and operational opportunities and challenges.	• Delivering high-quality strategic policy advice for the Minister, Government Statistician and Chief Government Data Steward, and all levels of leadership at Stats NZ through a number of mechanisms including briefings (oral and written), board papers, A3 summaries and Cabinet papers. • Leading and shaping the development of complex policy, which may involve leading policy development projects that have significant risk factors or high levels of ambiguity, to ensure the delivery of robust and timely advice. • Building, in conjunction with your manager, strategic policy relationships across government, and sometimes internationally, on behalf of Stats NZ. • Proactively leading, shaping and framing priority policy projects in accordance with the strategic and operational priorities of Stats NZ, ensuring that policy

	advice is relevant, options meet desired goals, and your team is managing its work programme
	• Working with your manager to assess and manage political and operational risks from a strategic policy perspective, escalating as necessary.
	• Reviewing and updating operational policy and practice as and when required.
	• Being willing to approach undefined problems with innovation, creativity and adaptability.
Develop and maintain professional relationships and networks across the data system, fostering intellectual, and operational cooperation	• Building relationships and proactively developing networks with leaders and senior staff at other organisations, with partners, and inside Stats NZ to contribute to the effective alignment of programmes and activities across the system.
	• Working collaboratively with external stakeholders, customers, and suppliers to represent Stats NZ in policy and operational discussions and consultations.
	• Identifying and undertaking effective consultation in ambiguous, and fast paced environments.
Build policy capability, provide intellectual leadership and coach others	• Providing expertise in mainstream and leading edge methods of analysis, and leading the development and use of new methodologies, techniques or analytical frameworks, to ensure Stats NZ has the tools needed to produce robust advice.
	• Supporting policy work that is being led by others by providing guidance and accurate advice within specified timeframes.
	• Using your political judgement, knowledge and experiences to anticipate risks and test ideas, analysis and assumptions in others' work.
	• Providing guidance and quality assurance at all stages of the policy process to ensure that work produced is accurate, consistent, and of a high quality.
	• Assisting in the development of Advisors and Senior Advisors by providing coaching and guidance to ensure there is a high level of capability within the policy areas.
Work collaboratively to support organisational success	• Collaborate with other units to build good understanding across Stats NZ and draw connections between the work of specific teams and the business of the wider organisation.
	• Support your Group's strategic direction by contribute ideas and suggestions to realise the outcomes sought through the strategic direction.
	• Support your team's success by working with your colleagues to identify ways of increasing the team's efficiency and effectiveness.
	• Work collaboratively with external stakeholders, customers and suppliers to represent Stats NZ in policy and operational discussions and consultations.

Demonstrate a proactive awareness of Health and Safety (H&S) and wellbeing in the workplace	• Ensure knowledge and understanding of Health, Safety and Wellbeing is kept relevant and up to date. • Comply with Stats NZ Health, Safety and Wellbeing policy and procedures. • Understand and ensure compliance with Stats NZ Health, Safety and Wellbeing policy, procedures for reporting accidents and hazards and keep up to date with the H&S homepage

Person specification

Core competencies

Competency	
Information & Data Governance	Understands, applies and manages compliance by others with Stats NZ's information and data governance standards and protocols.
Responsiveness to Māori	Understands the Treaty of Waitangi's relevance to own role as a public servant Seeks opportunities to better meet the information needs of Māori Actively applies knowledge of te reo Māori and tikanga, and build knowledge of te ao Māori Supports initiatives to increase responsiveness to Māori
Reliability	Upholds our proud history of operating with integrity, and being fair, impartial, responsible, and trustworthy in everything we do.

Behavioural competencies

Competency	
Inquisitive	• Be curious about new techniques, sources, theories or advancements in data systems etc. • Explore and learn without prompting. • Willing to approach undefined problems with innovation, creativity and adaptability.
Driven	• Be undeterred, dedicated and resolute to find a solution. • Have good attention to detail and accuracy. • Be conscientious. • Proactive and self-managing: able to initiate and plan new work, and carry on job duties and meet timeframes without direct supervision. • Able to prioritise multiple work streams, and to meet all deadlines in a changing environment. • Be willing and able to take responsibility for data quality. • Be willing and able to take responsibility for research quality.
Agile	• Willing to find compromises, change plans or approaches. • Able to move between systems, conceptual and intuitive thinking as the situation demands.
Resilient	• Have the perseverance to continue trying, even after facing resistance or failure.

	• Remain steady in a crisis. • Be tenacious and maintain intellectual rigour.
Engaging	• Be able to make and maintain business connections internally and externally. • Be straightforward, honest and trustworthy. • Be able to engage with customers and to identify their true needs (beyond problems presented); managing expectations. • Articulate your ideas clearly and collaboratively and adapt them for a range of audiences and channels.

Functional or role-specific technical competencies

- A tertiary qualification or other related field appropriate to role.

- Significant experience in policy development within the New Zealand government and of in representing your organisation externally in policy development.

- An advanced understanding of the machinery of government including public service obligations and legislation in New Zealand.

- An active awareness of economic, social and governmental influences, the political environment and other agencies and groups likely to impact on Stats NZ.

- Extensive business partnering experience with a proven ability to influence senior leaders and stakeholders.