

POSITION DESCRIPTION

Position details

Position title	Senior Data Engineer
Team	Data Products
Group	Communications, Engagement, and Data
Location	Wellington
Date	September 2025

Our purpose

We are a kaitiaki of electricity. Our purpose is to enhance New Zealanders' lives, prosperity, and environment through electricity.

How we work

The Electricity Authority Te Mana Hiko promotes competition in, reliable supply by, and the efficient operation of, the New Zealand electricity industry for the long-term benefit of consumers.

Our functions describe how we do this. We work to:

- Promote market development: To enable New Zealand's electricity markets to deliver better outcomes for consumers, we maintain a responsive regulatory environment that both reflects industry's current state and supports innovation and change. Key tools for market development include market facilitation measures and amending the Electricity Industry Participation Code.*
- Monitor, inform and educate: Transparency and understanding are vital to the operation of the electricity markets. Our market monitoring, information and education work focuses on making data, information and tools available, increasing participation, and improving awareness of how electricity markets function.*
- Operate the electricity system and markets: We are responsible for the day-to-day operation of the electricity system and markets. To achieve this, we contract out some services including the role of system operator, which provides the real-time coordination of sending generated electricity across the national grid to meet demand from consumers.*
- Enforce compliance: We ensure the Electricity Industry Act, its regulations, and the Electricity Industry Participation Code are followed by electricity industry participants. Our compliance function also helps improve the industry more generally, as lessons learned support our education of participants and help us to identify and resolve on-going or systemic issues.*
- Protect the interests of consumers: We are responsible for protecting the interests of domestic and small business consumers in relation to the dealings of industry participants supplying their electricity.*

More information can be found on our website www.ea.govt.nz.

Our values

The Electricity Authority has the following values:

Our people

We support the development of each other and work together to achieve our goals.

Boldness

We are decisive, forward thinking and not afraid to do the right thing.

Excellence

We are committed to producing the highest-quality work.

Openness

We are transparent in our work and listen to others.

Integrity

We are honest and trustworthy and treat everyone with fairness and respect.

Our group

The Communications, Engagement and Data Group is responsible for the Authority's overall approach to communications, engagement and data products. The group maintains oversight of the Authority's reputation, monitors its external environment and supports effective analysis and decision-making.

We work across the Authority, listen to external audiences and provide data-driven insights to ensure our work is informed by accurate information, diverse voices and sector insights.

The group manages core communications and data systems, assets and channels and ensures they support our work and improve consumers' and industry participants' understanding of and participation in the electricity markets.

We actively manage the relationship with the Ministers' Office to promote timely and 'no surprises' advice to the responsible Minister, and shape stakeholder engagement practice across the organisation.

The group also leads development and ongoing enhancement of the Authority's data lakehouse, analytical tools, and automation to support data products and functions. We are dedicated to delivering innovative solutions that provide insightful information for both the Authority and external stakeholders.

Purpose of this position

The Senior Data Engineer plays a pivotal role in designing and maintaining robust, scalable, cloud-based data infrastructure to support the Authority's regulatory functions. This position ensures trusted data is readily available within the Authority's data platform, enabling timely insights and informed decision-making. Embedded in a small but high-performing Data Products team, the Senior Data Engineer helps manage and steward the Authority's data assets, applying best-practice governance to uphold integrity, security, and transparency. By championing modern data engineering principles and collaborating across teams, the role drives innovation in data solutions that empower the Authority's mission.

Working relationships

Reports to	Manager Data Products
Direct reports	Nil
Internal relationships	Data Products team

Our group	
	Electricity Authority staff
External relationships	- Data providers - Vendors and providers of managed services

Key accountabilities and deliverables

This list is not exhaustive and may evolve over time

Technical leadership and strategy

- Provide technical and strategic leadership to data engineering staff.
- Mentor and coach team members to grow capability and adopt best practices.
- Lead architectural design of robust, cloud-based data products.
- Research and trial emerging technologies to optimise the Authority's cloud platform.

Data engineering and governance

- Advocate for best practice in data governance and engineering.
- Apply deep expertise in modern data architectures, including dimensional, relational, and delta lake modelling.
- Design, build, and maintain cost-effective, reliable, and scalable data pipelines.
- Administer the Azure environment with a focus on resiliency and security.

Analytics and reporting

- Use sound analytics techniques to build reports that meet user needs.
- Collaborate across teams to enhance the Authority's analytical capabilities.

Communication

- Produce clear, high-quality architectural and technical documentation.
- Communicate effectively across audiences, adapting tone and approach.
- Listen actively and engage constructively with others.

Stakeholder engagement

- Understand key relationships within the Authority and across the sector.
- Build and maintain effective relationships with agencies and participants.
- Contribute knowledge and expertise to team and Authority-wide outcomes.

Work planning and delivery

- Independently manage projects and workload, with guidance from the Manager Data Products and Senior Data Architect.
- Support planning and delivery of team and group initiatives.

Experience and knowledge

- Minimum five years' experience in cloud-based data engineering, ideally with exposure to Azure.
- Strong proficiency in SQL and Python for data manipulation and pipeline development.
- Solid understanding of CI/CD practices and hands-on experience with Azure DevOps.
- Comfortable working in a small, cross-functional team with broad responsibilities across the full data pipeline lifecycle.
- Resilient and resourceful in navigating ambiguity within a complex, data-rich sector.
- Familiarity with Azure Databricks and handling sensitive and PII data in secure environments.
- Skilled in designing and building new pipelines using established patterns within a modern data platform.
- Experience migrating and refactoring legacy pipelines to align with established standards and patterns.
- Confident in peer review of code and practices, including raising and reviewing pull requests.
- Experience with Infrastructure/Configuration as Code using Terraform and Databricks Asset Bundles; no reliance on ClickOps in production environments.

Behavioural specifications

- Collaborates actively with colleagues across the Authority, contributing to a supportive team culture and mentoring others to build collective capability.
- Demonstrates initiative and courage in proposing innovative data solutions, challenging the status quo, and making decisions that serve the long-term interests of the electricity sector.
- Strives for technical excellence by producing high-quality, reliable, and scalable data systems that meet the Authority's strategic needs.
- Communicates openly and constructively, sharing knowledge, listening to diverse perspectives, and fostering transparency in data practices. The ability to express ideas succinctly and clearly, both orally and in written form.
- Upholds strong data governance principles, ensuring accuracy, security, and ethical use of data in line with statutory and regulatory responsibilities.
- Takes ownership of outcomes, showing accountability for the performance and resilience of data infrastructure and pipelines.
- Adapts quickly to change, embracing new technologies and approaches to keep the Authority's data capabilities future-ready.
- Builds trust through consistency, delivering on commitments and treating stakeholders with fairness and respect.
- Contributes to a learning culture, seeking feedback, sharing insights, and continuously developing their own skills and those of the team.