

## POSITION DESCRIPTION

Position details	
Position title	Data Engineer
Team	Data Products
Group	Communications, Engagement, and Data
Location	Wellington
Date	April 2026

### 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](http://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 Data Engineer plays a pivotal role in helping to design, build and maintain 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 Data Engineer helps manage the Authority's data assets, applying best-practice governance to uphold integrity, security, and transparency.

## Working relationships

Reports to	Manager Data Products
Direct reports	Nil
Internal relationships	<ul style="list-style-type: none"><li>• Data Products team</li><li>• Electricity Authority staff</li></ul>

## Our group

### External relationships

- Data providers
- Vendors and providers of managed services

## Key accountabilities and deliverables

This list is not exhaustive and may evolve over time

### Data engineering and technical delivery

- Design, build, and maintain reliable, scalable, and cost-effective data pipelines to support analytics and reporting needs.
- Contribute to the implementation of cloud-based data products using modern data engineering practices.
- Apply knowledge of data modelling techniques, including dimensional, relational, and delta lake models, under the guidance of senior engineers and architects.
- Support the operation and maintenance of data platforms, ensuring data quality, performance, and availability.
- Assist with administration and monitoring of the Azure data environment, following established security and resilience standards.

### Data governance and best practice

- Follow and promote agreed data governance standards, engineering patterns, and development practices.
- Ensure data solutions align with organisational policies on security, privacy, and data management.
- Contribute to continuous improvement of data engineering processes through feedback and practical experience.

### Analytics and reporting

- Build and support analytics datasets and reports that meet business and stakeholder needs.
- Work closely with analysts and other stakeholders to understand requirements and translate them into effective data solutions.
- Assist with testing, validation, and optimisation of analytical outputs

### Communication and documentation

- Produce clear and accurate technical documentation for data pipelines, models, and solutions.
- Communicate effectively with team members and stakeholders, tailoring explanations to technical and non-technical audiences.
- Actively participate in team discussions, reviews, and knowledge sharing.

### 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.

## Key accountabilities and deliverables

### Work planning and delivery

- Manage assigned tasks and deliverables effectively, balancing priorities and meeting agreed timeframes.
- Work under the guidance of the Manager Data Products, Senior Data Architect, or senior engineers to deliver team and group initiatives.
- Contribute to planning activities by providing estimates, identifying risks, and highlighting dependencies.

## Experience and knowledge

- Three or more years' experience in data engineering, preferably within a cloud-based environment, with exposure to Azure and Azure Databricks desirable.
- Good proficiency in SQL and Python for data transformation, analysis, and pipeline development.
- Working knowledge of CI/CD practices, with some hands-on experience using tools such as Azure DevOps.
- Comfortable working as part of a small, cross-functional team, contributing across stages of the data pipeline lifecycle.
- Able to work effectively in environments with changing priorities or evolving requirements, with support from senior team members.
- Familiarity with Azure Databricks and an understanding of how to work with sensitive and PII data in secure environments.
- Experience building and maintaining data pipelines using established patterns and frameworks within a modern data platform.
- Exposure to migrating or refactoring legacy pipelines, with guidance, to align with agreed standards and practices.
- Experience participating in code reviews, including raising pull requests and responding to feedback.
- Working knowledge of Infrastructure or Configuration as Code, such as Terraform or Databricks Asset Bundles, with an understanding of why production environments avoid ClickOps.

## Behavioural specifications

- Works collaboratively with colleagues across the Authority, contributing positively to team culture and supporting shared goals through openness and cooperation.
- Demonstrates initiative in identifying opportunities to improve data solutions and processes, raising ideas and suggestions with appropriate support and guidance.
- Applies a strong focus on quality, contributing to reliable, maintainable, and scalable data solutions that meet agreed business and technical requirements.
- Communicates clearly and constructively, sharing knowledge, asking questions, and listening to different perspectives. Able to explain technical concepts clearly in both written and verbal forms.
- Adheres to data governance and security standards, ensuring data is handled accurately, securely, and ethically in line with statutory and regulatory obligations.
- Takes responsibility for assigned work, following through on commitments and contributing to the effective performance of data pipelines and platforms.
- Responds positively to change, learning new tools, technologies, and approaches as required to support evolving data needs.
- Builds trust through reliability and professionalism, delivering work on time and treating colleagues and stakeholders with fairness and respect.
- Contributes to a learning culture, seeking feedback on their work, sharing learnings with others, and continuously developing their own technical and professional skills