



Position Description

Title	Data and Analytics Architect
Technology Group	
Locations:	Auckland or Christchurch
Reports to:	Manager IT and Service Management
Direct Reports:	TBA
Indirect Reports:	N/A
Date:	June 2025

Overview

Our people manage New Zealand's 30 million square kms of airspace, providing air traffic control, surveillance, communication, flight inspection, mapping and airspace design services. We work with government, regulatory authorities, airlines, airports and the general aviation community to ensure pilots, passengers and goods reach their destination - safely. At Airways, our values underpin all that we do. We value Safety, One Airways, Excellence and Success in all that we do.

Our organisation is made up of operational business groups that are supported by governance and corporate services functions. To learn more about our people and organisational structure, check out www.airways.co.nz/about.

Business Unit Purpose

The Technology Group is responsible for designing, deploying, and maintaining the infrastructure that enables Airways to deliver its Air Traffic Management services nationally and within our Pacific FIR. Airways technical assets are spread widely across the country and form a resilient mission critical infrastructure of national significance. Systems are often located in areas that are remote.

Purpose of the Position

The Data and Analytics Architect will be responsible for designing and implementing the data architecture to establish the Data and Analytics Strategy supporting Airways strategic objectives. This role requires a deep understanding of data modelling, data governance, and integration best practices. As well as ensuring data is reliable, accessible, secure, and aligned with business objectives.

General

Your general duties include those outlined in this position description and may be reviewed and updated from time to time in consultation with you. You will also be required to undertake any other duties that are within your ability to perform, if asked to do so.

Key Areas of Accountability	
Leadership	<ul style="list-style-type: none"> ▶ Build and lead a high-performing Data and Analytics team, fostering a culture of collaboration, innovation, and continuous learning. ▶ Provide direction, empower, motivate and develop others in order to achieve business unit, group and organisational goals. ▶ Be a role model for our shared values. ▶ Manage performance of individuals and business area ensuring objectives and operational requirements are achieved.
Data Strategy and Architecture Design	<ul style="list-style-type: none"> ▶ Develop and maintain the organisation's data architecture, including data models, schemas, and data flow design to support a centralised data function. ▶ Establish and maintain a robust governance framework, policies, and standards to ensure alignment with business needs, security best practices, and regulatory compliance for Data Architectures. ▶ Contribute and support delivery of enterprise-level data capabilities through data and intelligence platforms, processes and solutions. ▶ Define data components of data and intelligence solutions with support from Data and Business Analysts. ▶ Establish and manage data integration pipelines to ensure data flows seamlessly across systems, making it accessible for analytics and business intelligence purposes.
Technical Leadership	<ul style="list-style-type: none"> ▶ Provide technical direction and oversight to enterprise application and platform teams, ensuring architectural consistency, adherence to best practices, and continuous improvement of performance and reliability. ▶ Evaluate and recommend tools and technologies to support the data infrastructure, collaborating with appropriate IT teams for implementation. ▶ Partner with business stakeholders, product managers, and IT teams to understand their needs, gather requirements, and deliver data and analytics solutions that meet or exceed expectations.
Health & Safety	<ul style="list-style-type: none"> ▶ Responsible for pro-actively ensuring that the priorities of safety, and the principles adopted to secure it, are made explicit to all staff and contractors.

	<ul style="list-style-type: none"> ▶ Accountable for providing a safe work environment and implementing Airways health & safety systems for all staff and contractors. ▶ Accountable for creating a culture that promotes health & safety Responsible for ensuring staff and contractors understand their health & safety obligations including obligations to keep Airways secure. ▶ Responsible for driving continuous improvement in all aspects of health & safety and ensuring any current or new work practices are assessed for potential safety impact and they deliver on safety excellence.
Travel Requirement	▶ Work may be required in other locations within NZ/internationally to perform the duties of the role.
Budget	▶ Responsible for managing a budget of \$ NIL.
Financial Delegation	<ul style="list-style-type: none"> ▶ Delegated financial authority for Capital Expenditure of \$ 100,000. ▶ Delegated financial authority for Operational Expenditure of \$ 100,000.
Contractual Delegation	▶ Signing Authority to a limit of \$ NIL.
Legislative Owner	▶ NIL.

Key Relationships / Customers	Nature of Relationship
Internal	
All Airways Business Units	Key stakeholders and customers
Network and Security teams	Work collaboratively with to ensure safety and security of Airways Systems
Project Management Office	Work collaboratively with to deliver key projects
Airways Infrastructure Team	Work collaboratively with to delivery key projects.
Other Airways Technology Teams	Work collaboratively with to delivery key projects.
External	
3 rd Party Software Vendors	Manage vendor contract ensuring delivery and performance.

Formal Qualifications / Training / Experience	Required	Desirable
Relevant Tertiary degree in Information Technology, Computer Science, Data Science, or a related field.	✓	
Around 10 years' experience in the data management domain, with at least three years in an architecture role.	✓	
Design & development experience building data solutions using MS Fabric, Power BI, dataflows, data factory, and lakehouse architecture.	✓	
Experience with Azure Synapse, Dataverse, and broader Azure Data Services (e.g. Azure SQL, Azure Data Lake, Azure Purview).	✓	
Knowledge of data modelling, data warehousing, and ETL processes.	✓	
Experience with database technologies (e.g., SQL, NoSQL, cloud data platforms).	✓	
Understanding of security principles, risk management, and compliance requirements.		✓

Key Competencies / Skills / Knowledge	Required	Desirable
Project Planning: Skills in resource allocation, budgeting, and timeline management.	✓	
Data-driven decision-making: Analysing platform data, understanding key metrics, and using insights to drive strategic decisions.	✓	
Leadership - Motivates and empowers others to achieve individual and organisational goals.	✓	
Our Values - Demonstrates the Airways Values consistently and naturally, showing a personal commitment to value Safety, One Airways, Excellence and Success; consistently exhibits behaviours that inspire understanding of and commitment to these values.	✓	
Leads Change - Builds and communicates the need for change; draws on people with previous experience or skills who can support the process; implements continuous improvement.	✓	
Builds Capability - Identifies skills and knowledge required to achieve strategic objectives; takes a broad approach to	✓	

considering where skills can be sourced from, internally and externally; selects people that will have the competencies and skills to lead and execute; creates and builds a complimentary team of successors.		
Customer & Partnership Focused - Builds long-term, strategic and sustainable relationships with customers/partners; understands the customer's business and requirements; manages expectations and builds respect rather than seeking to be liked; measures performance against customer-based targets; delivers on promises to customers and personally commits to resolving customer issues; inspires a customer-centric approach across Airways.	✓	
Planned & Organised - Develops realistic plans to ensure deadlines are met; ensures all resources available to implement the plan; continually reprioritises as new work comes in, based on criteria and information from the customer; works on a number of jobs simultaneously without any dropping off.	✓	
Enthuses & Inspires - Is enthusiastic about what they do; is driven and has energy and is prepared to do more; 'gets boots dirty and rolls up sleeves'; sets the scene by painting the whole picture, gives goals and is genuinely interested in how things are going by keeping people posted on performance; is calm in the face of negativity and doesn't back off.	✓	

Our values underpin everything we do



We are **safe**

Safety is at the forefront of everything we do. We are committed to the safety of our people, operations and the communities we serve.



We strive for **excellence**

We deliver our best work each and every day, and look for ways to continue to improve what we do.



We are **One Airways**

We all have our own areas of expertise and by working together, collaborating and sharing knowledge, we achieve our aspiration.



We celebrate **success**

We recognise our people's achievements, big and small, and celebrate our successes.