

DAIRYNZ Position Description

Data Analytics Engineer

Position

Position Title: Data Analytics Engineer
Direct Report: 0
Budget: N/A
Management Position: No

Reports to: Digital Solutions Lead
Career Level: Specialist
Revenue: Nil
Delegated Authority: Nil

Purpose of DairyNZ

Our Purpose: ***Deliver a positive future for New Zealand dairy farming.***

Our Vision: ***To make the levy the best investment of every New Zealand dairy farmer.***

That's why we exist for farmers, working alongside them and others to leverage our collective strength and create purposeful change.

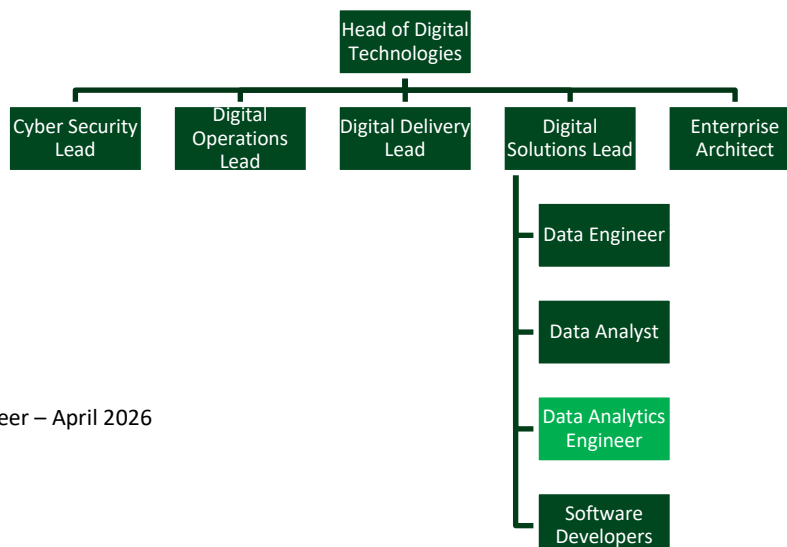
Purpose of the position

The Data Analytics Engineer designs, builds, and supports DairyNZ's data integration, storage, analytics, and AI-enabled insight solutions, to enable trusted, accessible and fit-for-purpose insights.

The role combines data engineering and business intelligence capability to design, build, and maintain reliable, well-governed data pipelines and dimensional and semantic models, and to deliver insightful reporting and dashboards that support strategic and operational decision-making. Acting as a data domain subject matter expert, the role supports the Digital Solutions Lead and the wider Digital Technologies team, and partners with business stakeholders to ensure data is trusted, accessible, and fit for purpose.

The role enables the effective use of data across statistics, benchmarking, business services, and science and research by improving data quality, consistency of definitions, and reuse. It supports the adoption of AI-enabled analytics by uplifting data readiness, promoting responsible AI practices (including privacy, security, and model and output quality), and enabling scalable self-service insights across the organisation.

Team organisation chart



Key position deliverables

Key deliverables of the role to be reflected in the Performance Agreement and Individual Performance Targets.

Key Performance Requirement:	Key Indicators:
Technical Expertise	• Partner with Business stakeholders and the Business Systems Analyst to define analytics requirements and translate them into data products, models, reports, and dashboards. • Design, build, and maintain secure and reliable ingestion and integration pipelines into DairyNZ's data platforms, aligned to agreed architectural patterns and the Common Data Model. • Maintain data platform integrity, including performance, security, documentation and metadata. • Implement and monitor data quality controls to ensure trusted, accurate datasets. • Develop curated datasets and dimensional/semantic models to support reuse and self-service analytics. • Deliver and support Power BI reporting and dashboards with clear data storytelling. • Identify and prototype AI/GenAI-enabled analytics opportunities, ensuring data readiness and responsible AI practices in line with DairyNZ standards and policies. • Define and implement evaluation and monitoring for AI/GenAI outputs (quality, drift/hallucinations, cost/performance) and contribute to operationalisation approaches such as MLOps/LLMOps where applicable. • Troubleshoot and resolve data pipeline, warehouse, and BI issues; test changes and implement approved enhancements. • Work with Data Stewards and external partners to ensure effective data life cycle management and continuous improvement.
Digital Operations	• Update and maintain operational configuration and process documentation. • Follow Digital operations processes including change control, risk management, and service management tools. • Manage and plan changes to Digital systems appropriately. • Sufficiently manage risks and back out plans associated with Digital changes. • Conform to process in the usage of Digital Systems i.e. Service Desk and time sheeting tools.

Technology Knowledge	• Maintain a solid knowledge and awareness of digital industry and technology changes, including AI. • Identify opportunities for digital solutions that provide business value to DairyNZ. • Actively contributes to technology roadmaps and new initiatives that aid/enhance the functions of other roles in the Digital Technologies team.
Incident and Problem Escalation	• Provide level 3 support by way of escalation from the Digital Operations team, as required. • Where necessary leads problem management to identify root cause issues and implements permanent solutions resolution.
Project Input	• Provide technical expertise for ICT elements for internal projects. • Liaise with external providers to ensure systems complement existing infrastructure. • Implement introduction of new systems and upgrades.
How We Work	• Support and role model DairyNZ values and principles: Connected, Curiosity, Courage and Credibility. • Understand and adhere to company policies and guidelines. • Actively support and contribute to DairyNZ organisational culture of one team. • Actively support and encourage continuous improvement to drive our organisation forward. • Strive to provide a safe and healthy workplace • Role model industry safe working practices • Take appropriate action to ensure correction of any condition or practice, which may cause harm to yourself, others or the environment. • Actively promote DairyNZ Health, Safety & Wellbeing Policies and procedures. • Support and encourage employee participation and consultation in all aspects of Health, Safety and Wellbeing management. • Comply with legislative requirements and relevant standard

Key relationships

Internal	External
Head of Digital Technologies	Digital and IT service providers/vendors
Data Services Lead	Development, integration and engineering partners/contractors
Digital Technologies team members	3rd party data providers
NZAEL Team – Dairy Industry Good Animal Database & Animal Evaluation	
DairyBase Team	
Database stakeholders and end users	
DairyNZ staff (system users)	
Data and dashboard Stewards	

Qualifications and experience

Essential	Preferred
Tertiary or higher qualification in Information and Communications Technology.	Relevant BI Industry qualifications.
Approximately 5+ years' experience in a similar or related role.	Industry certification in platforms relevant to DairyNZ.
Experience with Snowflake and DBT.	Experience with geospatial data and geospatial systems
Experience with: • Data Warehouse solutions • Microsoft SQL Server • Microsoft Power BI • Microsoft Azure (Data Factory / Storage / key vault) • T-SQL	Experience with: • Microsoft Dynamics CRM, FinOps, and HRIS • Microsoft SharePoint • C#, Python, R • Microsoft Purview
Managing and working with data sets.	Experience with AI-enabled analytics solutions and platforms. Including, but not limited to Microsoft Copilot, Claude, and Snowflake Cortex.
Experience in a data rich environment where information is critical for decision making.	
Experience in managing relationships across a range of roles.	
Commitment to providing high quality and excellent service.	
Strong communication skills – written and verbal.	

Job specific & technical competencies

Category	Descriptor/Evidence
Expertise	Practical and theoretical specialist expertise, with a foundation at tertiary level for the relevant specialist area. Takes responsibility for increasing expertise and keeping up to date with industry changes and technical knowledge.
Composure	Is cool under pressure; does not become defensive or irritated when times are tough; is considered mature; can be counted on to hold things together during tough times; can handle stress; is not knocked off balance by the unexpected; doesn't show frustration when resisted or blocked; is a settling influence in a crisis.
Workflow	Can structure business and technical processes into logical workflows that can be readily interpreted and followed by other team members and internal customers.
Perseverance	Pursues everything with energy, drive and a need to finish; seldom gives up before finishing, especially in the face of resistance or setbacks.
Innovation	Is able to identify probable alternate solutions when existing plans fail, identifying and measuring impacts in a rational manner.
Communication	Is able to write clearly and succinctly in a variety of communication settings and styles; can get messages across that have the desired effect.
Analytical	Is an analytical thinker. Is able to effectively and accurately analyse and interpret information.
Time Management	Uses his/her time effectively and efficiently; values time; concentrates his/her efforts on more important priorities; gets more done in less time than others; can attend to a broader range of activities.
Decision Quality	Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgement; most solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.
Planning	Actively plans to deliver tasks and project activity to milestones/deadlines, anticipates and adjusts for problems and roadblocks.
Learning on the Fly	Learns quickly when facing new problems; a relentless and versatile learner; open to change; analyses both successes and failures for clues to improvement; experiments and will try anything to find solutions; enjoys the challenge of unfamiliar tasks; quickly grasps the essence and the underlying structure of anything.

Career level competencies – Specialist

Competency	Descriptor/Evidence
PROBLEM SOLVING	Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.
INTELLECTUAL HORSEPOWER	Is bright and intelligent; deals with concepts and complexity comfortably; described as intellectually sharp, capable and agile.

INTERPERSONAL SAVVY	Relates well to all kinds of people – up, down and sideways, inside and outside the organisation; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can diffuse even high-tension situations comfortably.
TIMELY DECISION MAKING	Makes decisions in a timely manner, sometimes with incomplete information under tight deadlines and pressure; able to make a quick decision.