

Solutions Development Manager

Position description

REPORTS TO: General Manager Information Solutions

RESPONSIBLE FOR: Solutions Development team

LOCATION: Christchurch

FUNCTIONAL RELATIONSHIPS

Internal

- GM Information Solutions
- Infrastructure senior managers
- Project steering groups
- GIS Manager
- All Orion employees

External

- Third party suppliers

OVERALL OBJECTIVE

The Solutions Development team excels in the review, planning, development and implementation of fit-for-purpose line of business and operational information systems and all solutions are customer focused, coordinated and aligned with Orion's strategy.

KEY ACTIVITIES

- Lead the Solutions Development team to excel in the review, planning, development and implementation of fit-for-purpose line of business and operational applications, ensuring that all solutions are customer focused, coordinated and aligned with Orion's strategy
- Participate in the Information Solutions leadership group and contribute to the development of IS strategy, annual budgets and workforce planning
- Stay cognisant of the external environment and technology developments to ensure the best solutions are available to meet Orion's strategic goals
- Understand the needs of the business and lead user driven change management
- Get closer to the Information Solutions team's customers by building and maintaining relationships across the business and externally
- Apply a continuous improvement lens when reviewing applications and underlying software architecture
- Role model the Orion vision and values in everything you do.

PRINCIPAL ACCOUNTABILITIES

Date: _____ Initial: _____
On behalf of Company

Date: _____ Initial: _____
Employee

Leadership

- Demonstrate effective leadership as a member of the Information Solutions team
- Consistently role model vision and values and associated behaviours
- Support the development of leadership capability within your team and across the business
- Ensure your team understand how they contribute to broader organisational strategy and goals

Team

- Create an environment for your team to learn, develop, lead and achieve
- Support your team to perform at high levels by ensuring they are skilled, trained and resourced to do their jobs
- Work collaboratively with team members to set objectives and review performance with a focus on continuous improvement, accountability and productivity
- Lead the annual remuneration review process for your team ensuring remuneration reflects performance in the role
- Develop and consistently reinforce a customer-focused team culture
- Seek continuous improvement of team performance, by reviewing tasks, structures, systems and processes

Solutions Development

- Actively consult across the business to understand customer needs and ensure all solutions are aligned with Orion's strategy and support its future direction
- Undertake business analysis including problem definition, functional requirements and system specifications
- Support the business in the preparation of proposals and business cases associated with new and improved systems
- Manage projects using methodologies appropriate to the scale and complexity of the project, including Agile
- Develop and apply Solutions Development standards and methodologies including testing, documentation and change management
- Manage contractors and vendors
- Undertake software development and system configuration where necessary
- Develop and apply a software development quality framework including compliance with security standards
- Ensure that applications and supporting software architecture integrate with all other components of systems including standardised clients, high availability infrastructure and mobile platforms.
- Ensure that systems development activities are completed on time and within budget and solutions meet user expectations with regard to usability and function.

Date: _____ Initial: _____
On behalf of Company

Date: _____ Initial: _____
Employee

Safety

Set an example for safety leadership by considering personal safety, the safety of colleagues, public safety, environmental and business risks before acting:

- Show a commitment to and comply with Orion's health and safety policies, systems and procedures
- Take all practicable steps to ensure own safety and no cause of harm to others by action or inaction
- Follow all required safety procedures and utilise applicable personal protective equipment
- Identify and report hazards and apply appropriate hazard control measures
- Report all work related accidents, incidents, near misses and illnesses
- Report faulty facilities, plant and equipment immediately.

DELEGATED AUTHORITY

Financial: \$15,000 operating expenditure
 \$5,000 capital expenditure
 \$2,000 unbudgeted expenditure
Other: \$20,000
People: 4 direct reports

Date: _____ Initial: _____
On behalf of Company

Date: _____ Initial: _____
Employee

PERSON SPECIFICATION

Qualifications and experience

Essential

- At least 5 years in a leadership role in a corporate environment
- At least 10 years in a software development, business analyst or project management role which included:
 - The specification and design of information systems
 - project management of systems and application development using formal methodologies including Agile
 - vendor / contractor management
- Recent experience in the management and professional development of staff
- Recent experience in the development of mobile applications for data acquisition.

Desirable

- A relevant tertiary qualification
- A background in customer/end user driven software development
- Development of solutions in a Microsoft environment including MSSQL databases and SharePoint
- A background in Business Intelligence/Analytics
- Exposure to ITIL for applications lifecycle and change management
- Experience in environments that include GIS, Asset Management or Control Systems
- Recent experience in Electricity Distribution or a related industry.

Knowledge, skills and abilities

- Proven leadership ability with a focus on collaboration, coaching and effective delegation
- Strong client orientation, motivated more by satisfying client needs than by deploying technology
- A demonstrated ability to build successful relationships with other IT specialists
- Time management skills
- Proven ability to negotiate and meet targets.