

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 Manager leads the business in the review of business processes and in the planning, development and implementation of fit-for-purpose line of business and operational information systems.

KEY ACTIVITIES

- Participate in the Information Solutions leadership group and contribute to the development of IS strategy, annual budgets and workforce planning
- Provide leadership to the Information Solutions group and the wider business in the application of modern change management and project management methodologies
- Lead, manage and develop the Solutions Development team
- Oversee a portfolio of initiatives that span one or multiple lines of business as well as manage the day-to-day, operational aspects of projects
- Engage with employees at all levels in the business to review business processes and outcomes and reveal opportunities for improved efficiencies, added value and innovation
- Employ a structured approach to business analysis, business case development, project planning and project management
- Build and maintain relationships across the business and externally
- Role model the Orion vision and values

PRINCIPAL ACCOUNTABILITIES

Leadership

- Demonstrate effective leadership
- 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 understands how they contribute to broader organisational strategy and goals

Team

- Create an environment for your team to learn, develop, lead and achieve
- Work collaboratively with team members to set objectives and review performance with a focus on continuous improvement, accountability and productivity
- Regularly engage with employees on performance and annually review remuneration to ensure that it reflects their execution of 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

- Undertake business analysis including problem definition, functional requirements and system specifications
- Manage projects using methodologies appropriate to the scale and complexity of the project, including Agile
- Support the business in the preparation of proposals and business cases associated with new and improved systems
- Actively consult across the business to understand customer needs and ensure all solutions are aligned with Orion's strategy and support its future direction
- Develop and apply Solutions Development standards and methodologies including testing, documentation and change management
- Manage contractors and vendors
- 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

Health and Safety

Set an example for health and safety leadership by considering personal health and safety, the health and 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: _____
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PERSON SPECIFICATION

Qualifications and experience

Essential

- Significant, proven success in a leadership role with line management responsibilities, that includes the professional development of staff
- Very strong stakeholder engagement with demonstrated ability to influence stakeholders and take them with you on a successful change journey
- Experience in the development and delivery of IT projects using iterative, customer user focused methodologies such as Agile
- A background in project and program management
- At least 5 years in a role with overall responsibility for both software development and the implementation of off-the-shelf systems that includes:
 - formal business analysis
 - the specification and design of information systems
 - project management of systems and application development using formal methodologies including Agile
 - vendor / contractor management

Desirable

- A relevant tertiary qualification
- Experience in a corporate environment
- Recent experience in the development of mobile applications for data acquisition.
- 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.

Essential 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.

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