

Cloud Platform Architect

WHO WE ARE - KO WAI MĀTOU

We are Farmlands - Te Whenua Tāroa, a Co-operative owned by New Zealand Farmers and Growers, we have been around for 60+ years, supporting our rural communities, looking after our land and our people - we're Out Here Too. We're always backing Kiwis - rain or shine, year in, year out. We work as one - we help each other, we win together.

PURPOSE AND VISION - TE KAUPAPA ME TE MATAKITE

At Farmlands, our purpose is "To enable improved profitability and productivity for NZ farmers and growers", and our Vision is "To be the go-to for everyone connected to our land". Everything we do, every decision we make is with this in the forefront of our minds.

OUR VALUES - NGĀ UARATANGA

Our values of Be You, Minds Open, and See It Through help us to work as one - helping each other and winning together. We're rural people supporting our rural communities looking after our land and our people.

Be you - mōu ake

It takes all sorts to make an awesome team. Diversity, different perspectives and a fresh approach to problems make everyone in the team stronger. It's not who you are or what you look like, it's all about what you bring to the table that matters.

Minds open - hinengaro tākoha

We came from a generation of greatness. It gives us the solid foundation to move on, focus on the future and use our creativity and ingenuity to build Farmlands for the next generation.

See it through - whakamaua kia tina

We're a team. United through our love of the land and the communities we serve. We back ourselves, each other, and get behind the decisions we make together.

POSITION PURPOSE - TE PŪTAKE O TE TŪRANGA

Reports to - Kaiwhakahāere:	Head of Development and Operations
Your Team - To tīma:	Innovation & Digital
Direct reports - Kaimahi:	No

The Cloud Platform Architect leads the transformation of Farmlands' cloud platform, defining the architecture, governance and automation that will underpin the next generation of digital delivery. The role designs the network and platform foundations from the ground up, including VNet and VPC architecture, hybrid connectivity, segmentation, landing zones, policy-enforced security, infrastructure as code pipelines,

and cloud-native foundations that enable secure, scalable and cost-optimised delivery. The architect will actively use AI to accelerate architecture design, infrastructure delivery and operations, while enabling Agentic AI delivery safely and with confidence.

KEY ACCOUNTABILITY AREAS – NGĀ WĀHANGA MAHI

Safety and wellbeing - Haumarutanga

Actively contribute to a safety-first culture by:

- Keeping yourself and others safe, and participating in safety and wellbeing activities
- Speaking up if you see something that could injure yourself or others in the workplace
- Ensuring that all KPI's, policy and procedure requirements related to safety and wellbeing are completed on time and in full, every time

Architecture and platform

- Define and own the cloud architecture target state across Azure and AWS, including subscription and account design, management group hierarchy, network topology, identity and access foundations, security baseline and hybrid connectivity.
- Set infrastructure and platform standards so internal teams, partners and vendors work to one consistent governance model.
- Establish reusable architecture patterns that are secure, cost-efficient and built to support AI-assisted and Agentic AI workloads.
- Lead the Architecture Review Board process for infrastructure and platform changes, ensuring decisions are well-considered and consistently applied.
- Build and maintain clear architecture decision records so the team and organisation can understand the thinking behind the platform.

IaC and Automation

- Establish and maintain infrastructure as code standards and practices across the estate, with Terraform as the primary tool.
- Ensure all new infrastructure is delivered as code through reviewed pipelines, with no portal changes made without corresponding code changes.
- Progressively migrate manually configured infrastructure to code, prioritising by risk and operational impact.
- Set up and manage infrastructure CI/CD pipelines through GitHub Actions, supporting consistent deployment, testing and audit trails.
- Identify and drive automation opportunities across patching, compliance checking, cost reporting and environment provisioning.

Security

- Design all platform architecture with security as a first-class requirement, including Zero Trust principles, least-privilege access, network segmentation and encryption by default.
- Define and enforce policy-as-code across the estate so security and compliance requirements are met by construction, not by audit.
- Work with the security function to align identity and access architecture, Key Vault governance and Defender for Cloud posture to the security programme.
- Ensure infrastructure patterns and reusable modules meet security standards before being made available to delivery teams.

FinOps

- Establish consumption and cost baselines across Azure and AWS.
- Define and enforce tagging standards, cost allocation and resource governance that make spend visible and accountable.
- Drive ongoing cloud cost optimisation through rightsizing, waste elimination and migration to lower-cost managed services.
- Monitor and report on cloud spend trends, identifying anomalies and improvement opportunities.

Professional Development – Whakawhanaketanga

Continue to develop personally and professionally by:

- Maintaining regular contact with manager to discuss progress and performance, seek feedback and address development areas
- Engaging with Farmlands performance development process, recording progress and goals
- Being a positive supporter and leader of change initiatives
- Ensuring all training requirements are completed as required

These may change from time to time to meet operational or other requirements.



WHAT YOU'LL BRING - ĀU ĀPITITANGA KI TE TŪRANGA

Experience - Āu tautōhitotanga

- Designing and delivering enterprise cloud architecture at scale, including management group hierarchy, subscription design, networking, landing zones and governance frameworks.
- Multi-cloud architecture experience across Azure and AWS, with practical delivery experience in both environments.
- Maturing infrastructure as code practices where foundations exist but are incomplete or inconsistently applied.
- Infrastructure CI/CD pipeline design and delivery, ensuring every change is reviewed, auditable and repeatable.
- Security architecture embedded in platform design, including Zero Trust, least-privilege access, network segmentation, policy-as-code and encryption by default.

Qualifications – Āu tohu mātauranga

- Tertiary qualification in technology or equivalent industry experience.
- Azure Solutions Architect Expert, AWS Solutions Architect Professional, or HashiCorp Terraform certification desirable.

Knowledge – Āu mōhiotanga

- Enterprise Landing Zone design, including subscription and account design, management group hierarchy, identity foundations, security baseline and governance frameworks.
- Network architecture, including VNet and VPC design, subnetting, peering, hybrid connectivity, DNS design, NSGs and route tables.
- Cloud security tooling and governance, including Defender for Cloud, Azure Policy, Key Vault, Entra ID, RBAC, AWS Config, SCPs, IAM and CNAPP platforms.
- Agentic AI workload requirements and the platform patterns required to support them safely.

Skills – Āu pūkenga

- Infrastructure as code, with Terraform required and Pulumi, Bicep/ARM, CloudFormation or CDK desirable.
 - CI/CD pipeline design and delivery through GitHub Actions and Azure DevOps.
 - Cloud-native service design across managed databases, app services, API management, messaging, storage and container platforms.
 - FinOps practices, including tagging standards, cost allocation, rightsizing and commitment modelling.
 - Applying AI tooling to architecture, infrastructure delivery and cloud operations.
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Personal Attributes – Ōu āhuatanga

- Stays connected to the tools even as the scope of the role grows, knowing when to roll up their sleeves.
- Establishes order from complexity and sets standards rather than inheriting them.
- Communicates architecture trade-offs clearly to senior leadership and pushes back on proposals with evidence.
- Builds internal capability and works to move the organisation toward independence rather than deeper reliance on vendors.
- Pragmatic, intellectually curious about AI, and committed to high integrity and quality.



Everyday Leadership Behaviours

We've identified 4 leadership behaviours that we know make the best Farmlands leaders. Different roles across the co-operative require us to approach each aspect in slightly different way, and you'll see on the next pages the different leadership levels and how they all fit together.



People & Safety
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The Four Leadership Behaviours

Create <i>Create Clarity</i>	Connect <i>Build Connections</i>	Deliver <i>Deliver Results</i>	Grow <i>Grow Self, Grow Others</i>
Understand the bigger picture – you understand our vision, strategy and plans. You know what's expected of you and how you should deliver this. And, if you don't know, you take steps to find out. Have a plan – you establish a vision and course of action that's aligned to our strategy. You help others connect the dots between our vision and strategy and where they fit in achieving this. You can describe what success looks like and provide a sense of direction for others, even during times of ambiguity. Clarify the 'why' – you make clear how activities and decisions benefit the customer and the co-operative. You provide further context where further buy-in or prioritisation is needed to help overcome resistance.	Forge connections – you have strong relationships with the people around you, your customers and communities. You look outside of your immediate team to create connections with the people and teams across the business who have an influence or impact on your work. You seek broader perspectives to generate insights and opportunities. Create purpose and belonging – you create meaning for your team by uniting them around a common goal. You're authentic and prepared to be vulnerable. You promote diversity and allow others to express themselves and for all voices to be heard equally. Take people with you – you inspire people through your energy, commitment to our business and enthusiasm for the future. You listen, seek feedback from a range of sources and involve others in your decision making, without compromising pace. You lead by example through consistency and demonstrating the Farmlands Leadership behaviours.	Create structure – you plan ahead and create the structures and work routines to get things done. You make use of the systems and technology available to you. You're agile and look to work in new ways. Think and act like an owner – you take responsibility for your performance and delivering to a high standard. You tenaciously pursue the right outcomes and don't confuse activity with results. If you lead people, you set clear expectations for every team member. Insights driven – you understand the commercial aspects of your role and make decisions based on data and insights. You draw from new sources of information to generate ideas, seeking to innovate, disrupt and change. You are focused on building a stronger organisation tomorrow than today.	Have a growth mindset – your resilience helps you embrace change, persist through challenges and learn from feedback. You are curious and have flexibility of thought and perspective. You know your strengths and opportunities, actively engage in self-development and take time to reflect and apply learnings. Develop capability – you coach others to build capability and achieve their potential. You know your team, their aspirations and support them to learn, grow and take ownership of their development. Get out of the way – you empower others by delegating and creating space for them to do their best work, trusting them to deliver and providing support where required. You make it safe for others to try new things and learn from mistakes.



Lead Self - how this shows up in everyday behaviour:

Create

Create Clarity

By understanding your role and how it contributes to the bigger picture you will make the right decisions.

Align with the bigger picture

- Work is directly aligned with our vision, strategy and plans.
- Know what's expected and how to deliver.

Have a plan

- Have a vision and course of action that's aligned to our strategy.
- Help others understand how they fit in.

Clarify the 'why'

- Understand and make it clear how activities and decisions benefit the customer and the co-operative.

Connect

Build Connections

You have strong relationships with your team and the people you work alongside to achieve success in your role.

Forge connections

- Create strong relationships with others.

Create purpose and belonging

- You and your team are united around a common goal.
- Promote diversity and allow others to express themselves.

Take people with you

- Inspire people through your energy, commitment and enthusiasm
- Consider information from a range of sources in decision making.

Deliver

Deliver Results

You deliver to the expectations of your role.

Create structure

- Plan and create structure to get things done.
- Be agile and look to work in new ways.

Enable performance

- Take responsibility for your performance and deliver to a high standard.

Think about the business

- Think and make decisions with a commercial lens.
- Seek new information focused on building a stronger Farmlands.

Grow

Grow Self, Grow Others

Being agile and resilient, listening and responding to feedback, and putting in the effort.

Apply a growth mindset

- Be agile, persist through challenges and learn from feedback.
- Actively engage in self-development and apply learnings.

Develop capability

- Coach others to build capability and achieve their potential.
- Know and support others to take ownership of their development.

Get out of the way

- Empower others by creating space for them to do their best work.
- Make it safe for others to try new things and learn from mistakes.

Lead Others - how this shows up in everyday behaviour:

Create

Create Clarity

Your role is to operationalise the strategy which means you and your team need to understand it and how to achieve it

Understand the bigger picture

- Understand our vision, strategy and plans.
- Know what's expected of you and how you should deliver this.

Have a plan

- Establish a vision and course of action that's aligned to our strategy.
- Help others understand their contribution to our vision and strategy.

Clarify the 'why'

- Make it clear how activities and decisions benefit the customer and the co-operative.
- Provide further context where required to overcome resistance.

Connect

Build Connections

This is about the relationships you create with your team and the teams you work closely with.

Forge connections

- Create strong relationships with your team and others who have an influence on your work.

Create purpose and belonging

- Create meaning for your team by uniting them around a common goal.
- Authentic and promote diversity.

Take people with you

- Inspire others through your energy, commitment and enthusiasm.
- Lead by example through consistency and demonstrating the Farmlands Leadership behaviours.

Deliver

Deliver Results

This is about achieving results through others.

Create structure

- Plan and create structure to get things done.
- Agile and look to work and lead your team in new ways.

Think and act like an owner

- Take responsibility for your performance and delivering to a high standard
- Set clear expectations for every team member and hold them to account.

Insights driven

- make decisions with a commercial lens and seek new information to generate ideas.
- innovate, disrupt and challenge the norm.
- focus on building a stronger Farmlands.

Grow

Grow Self, Grow Others

Growth is how we make ourselves, our teams and our co-operative better.

Have a growth mindset

- Embrace the new and lead with agility.
- Actively engage in self-development and apply learnings.

Develop capability

- Coach others to build capability and achieve their potential.
- Know your team and support and empower them to learn, grow and develop.

Get out of the way

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Lead Leaders - how this shows up in everyday behaviour:

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