Data Developer - Kaiwhakawhanake Raraunga

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 tīna	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: Data Analytics Team Lead – Raraunga Tātaritanga Kaitaki Rōpū
Your Team - tō tīma: Data Analytics - Tātari Raraunga
Direct reports - Kaimahi: No - Kao

This role assumes responsibility for the development and implementation of data driven applications that drive business value across the organization. You will drive the software development aspects of our data platform, focusing on building interactive data visualisation applications, API integrations into data pipelines, as well as automating aspects of our metadata driven Data Platform. Outcomes include efficient data processing workflows, reliable data applications, and extensible platform capabilities. You will collaborate closely with data engineers, scientists, report developers, analysts, and business stakeholders to deliver technical solutions that enhance our data platform's functionality, reliability, and scalability. As an intermediate-level developer, you will contribute to establishing best practices in software development within the data team and contribute to our DevSecOps and Infrastructure as Code (IAC) initiatives and help bridge the gap between traditional software engineering and data engineering disciplines.

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 is not safe and 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.

Technical Delivery - Tuku Hangarau

- Developing and maintaining interactive data visualization applications and data-driven solutions that adhere to established standards and best practices.
- Building and implementing robust integrations into and out of data pipelines, including appropriate test cases and CI/CD build and release pipelines.
- Applying User Experience (UX) concepts and principles to enhance the development of intuitive and user-friendly data visualization applications and interfaces.
- Applying DevSecOps practices in all development work and ensuring security is built into solutions from the start.
- Participating in code reviews, testing, and continuous improvement initiatives.

Professional Development - Whakawhanaketanga

Continue to develop personally and professionally by:

- Maintaining regular contact with your line 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 of change initiatives.
- Ensuring all training requirements are completed as required.
- Embrace a learning culture by prioritising learning and development activity with the support of your line manager.

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

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WHAT YOU'LL BRING - ĀU ĀPITITANGA KI TE TŪRANGA

Experience - Āu tautōhitotanga

- 3+ years of experience in software development.
- At least one year's experience using Python.

Qualifications – Āu tohu mātauranga

- Tertiary degree in Computer Science, Information Systems, Data Science, or equivalent technical discipline desirable.

Knowledge – Āu mōhiotanga

- Python programming and associated libraries for data processing.
- SQL and database concepts.
- Understanding of software development lifecycle methodologies.
- API integration patterns and techniques.
- User Experience (UX) concepts and principles.
- Infrastructure as Code principles.
- Awareness of data governance and security best practices.
- Experience with development in cloud environments, specifically Azure, AWS or GCP would be beneficial but is not essential.

Skills – Āu pūkenga

- Proficient in writing clean, maintainable, and well-documented code.
- Ability to translate business requirements into technical specifications.
- Strong problem-solving and analytical thinking.
- Excellent debugging and troubleshooting capabilities.
- Version control skills using Git or similar systems.
- Familiarity with CI/CD, DevOps, DevSecOps, IAC would be beneficial but is not essential.
- Ability to collaborate effectively with technical and non-technical stakeholders.
- Strong communication skills to explain complex technical concepts clearly.

Personal Attributes – Ōu āhuatanga

- Curious and eager to learn about new technologies and approaches.
- Self-motivated with the ability to work independently and as part of a team.
- Flexible and adaptable; able to work in ambiguous situations.
- Works well under pressure, with a high level of organizational and time management skills.
- Detail-oriented with a focus on quality and reliability.
- Passionate about building efficient and scalable solutions.
- Proactive approach to identifying and solving problems.
- Open to feedback and continuous improvement.
- Embraces change, recognizing it is necessary to meet the changing needs of our data platform and business.
- Team player with the ability to work closely and collaboratively with other technical specialists.
- Integrity and high personal and professional standards.

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Farmlands Leadership Behaviours

CREATE	CONNECT	DELIVER	GROW
CREATE CLARITY	**BUILD CONNECTIONS**	**DELIVER RESULTS**	**GROW SELF, GROW OTHERS**
Understand the bigger picture – you understand our vision, strategy and plans and what's expected on how to deliver this.	**Forge connections** – you have strong relationships with the people around you, your customers and communities. You create connections outside of your immediate team with those who have an influence or impact on your work. You seek broader perspectives to generate insights and opportunities.	**Take people with you** – you inspire people through your commitment and enthusiasm to the future of our business. 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.	**Have a growth mindset** – your resilience helps you to be agile, 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.
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.	**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.	**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.	**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.
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.	**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.	**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 grow/adapt. You are focused on building a stronger organisation tomorrow than today.	**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.

HOW THIS SHOWS UP IN EVERYDAY BEHAVIOUR:

LEADS SELF

Create Clarity: *By understanding your role and how it contributes to the bigger picture you will make the right decisions*	Build Connections: *You have strong relationships with your team and the people you work alongside to achieve success as a*	Deliver results: *You deliver to the expectations of your role.*	Adapt and grow: *. being agile and resilient, listening and responding to feedback, and putting in the effort*
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.	**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.	**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.	**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.

LEADS OTHERS:

Create Clarity: *Your role is to operationalise the strategy which means you and your team need to understand it and how to achieve it*	Build Connections: *This is about the relationships you create with your team and the teams you work closely with.*	Deliver Results: *This is about achieving results through others.*	Grow yourself, grow others: *Growth is how we make ourselves, our teams and our co-operative better.*
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.	**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.	**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.	**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 –** • empower others by delegating and creating space for them to do their best work. • make it safe for others to try new things and learn from mistakes.

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