

Solution Architect

WHO WE ARE - KO WAI MĀTOU

At Farmlands - Te Whenua Tāroa, our vision is to be the 'go-to for everyone connected to our land. We're always backing Kiwi's – rain or shine, year in, year out. We work as one – we help each other, we win together. We're rural people supporting our rural communities looking after our land and our people.

OUR VALUES – NGĀ UARATANGA

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 tākohā

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: Enterprise Architect - Lead
Your Team – To tīma: Delivery & Innovation Team
Direct reports - Kaimahi: nil

The Solution Architect brings a technical and systems-oriented approach to design and implement robust software solutions, particularly for custom-developed applications, ERP systems, and eCommerce platforms. This role requires the ability to translate complex business requirements into actionable architectural designs while ensuring alignment with industry best practices.

The Solution Architect will engage in a variety of initiatives, including business-as-usual operations, continuous improvement projects, and new project implementations. This position will involve working across a diverse range of technologies, including mobile applications and enterprise planning (ERP) systems.

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 and could injure yourself or others in the workplaces
- Ensuring that all KPI's, policy and procedure requirements related to safety and wellbeing are completed on time and in full, every time

General - Whānuitanga

- **Technical Requirements Analysis** Collaborate with stakeholders to gather and analyse technical requirements, ensuring a comprehensive understanding of system needs. Translate business objectives into detailed technical specifications that guide the architecture and development of software solutions.
- **Architectural Design and Implementation** Design and document high-level architecture for software solutions, ensuring alignment with enterprise architecture standards. Create detailed specifications and translate these into actionable designs for implementation using selected technologies.
- **System Architecture Development** Utilise industry-standard tools (e.g., LeanIX) to create logical models of components and interfaces that support system architecture development. Ensure that architectural designs are scalable, maintainable, and aligned with best practices in software engineering.
- **Compliance and Standards Management** Ensure that all architectural designs comply with corporate, industry, national, and international standards. Maintain documentation that clearly outlines architectural decisions, constraints, risks, and compliance measures.
- **Collaboration** Work closely with development teams and project / product management to provide technical guidance throughout the software development lifecycle. Facilitate communication between architects, developers, and project managers to ensure alignment on technical objectives.
- **Continuous Improvement and Monitoring** Continuously monitor system architectures to identify opportunities for optimization and enhancement. Update architectural models as necessary to reflect changes in technology or business requirements.
- **Advisory Role** Provide expert advice on technical aspects of software development, including change requests and deviations from specifications. Support decision-making processes by presenting clear, data-driven recommendations based on architectural analysis.

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

WHAT YOU'LL BRING - Āu āpititanga ki te tūranga

Experience - Āu

tautōhitotanga

- 5+ years of experience in architecture or similar, in a technical role
- Proven experience in designing solutions across a range of domains
- Demonstrated leadership & relationship building experience, with a proven track record of leading and motivating to successful outcomes

Qualifications –

Āu tohu mātauranga

- Bachelor's degree in Computer Science, Information Technology, or related field

Skills –

- Excellent communication and interpersonal skills

Āu pūkenga

- Proven ability to translate complex technical concepts to non-technical stakeholders
- Proven problem solving, negotiation and presentation skills

Personal Attributes –

Ōu āhuatanga

- Strategic thinker with ability to balance short-term needs and long-term vision
- Strong analytical and problem-solving skills
- Adaptable and able to thrive in a fast-paced, changing environment
- Passionate about technology and its business applications
- Uses business acumen to interpret information and make decisions, thinking 'outside the box' to solve problems and deliver business value
- Quickly and effectively establishes and maintains strong, mutually beneficial and long-lasting working relationships with a range of internal and external stakeholders at all levels of the business.



**EVERYDAY
LEADERSHIP
BEHAVIOURS**

**WE'RE OUT
HERE TOO.**


Farmlands

THE FOUR BEHAVIOURS OF EVERYDAY LEADERSHIP

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.

Create

Create Clarity

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.

Connect

Build Connections

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.

Deliver

Deliver Results

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.

Grow

Grow Self, Grow Others

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.

HOW THIS SHOWS UP IN EVERYDAY BEHAVIOUR (LEAD OTHERS)

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

- 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.