

Senior Business Analyst

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 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:	Business Analyst Team Manager
Your Team – To tīma:	Technology
Direct reports - Kaimahi:	None

The Senior Business Analyst works as a conduit between the Technology and wider business to facilitate the delivery of organisational benefit through information technology and business change delivery with a specific focus on business processes, tools, techniques, and methodologies. The Senior Business Analyst typically is assigned to business initiatives and challenges to help define, analyse, validate, and assist in their solution delivery and benefits realisation. The Senior Business Analyst additionally supports the Business Analyst Team Manager and wider Business Analysis team by mentoring, providing direction, feedback and support to Business Analysts as well as supporting the Business Analysis Centre of Excellence to build skills, methodologies, and processes. This ensures that we are developing our talent and continuously learning and developing by researching and driving new ways of working.

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 workplace
- 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

- Leadership of the team in the absence of the Business Analysis Manager
- Coach, mentor, motivate and supervise project team members and contractors and influence them to take positive action and accountability for their assigned work.
- Develop and maintain an adaptive, performance led culture, where there are high levels of accountability, clarity and measurable results
- Lead the development of a learning culture by prioritising learning and development activity delivered through the Centre of Learning and enabling team members to engage in learning and take ownership of their development
- Plan, estimate and track Business Analysis deliverables; managing and escalating risks and issues related to the completion of these deliverables.
- Assist the Business Analysis Team Manager with any matters required, including completing and executing development plans for the team, performance management and recruitment
- Champion the Farmlands Business Analysis Centre of Excellence to build skills, methodologies and processes and support the creation of an environment of continuous improvement.
- Derive, analyse design and communicate the high-level and detailed business and functional requirements for complex projects undertaken within the allocated scope using appropriate requirements elicitation activities and requirements communication methods.
- Critically evaluate information gathered, reconcile conflicts, decompose high-level information into details, driving and challenging business units on assumptions and distinguishing user requests from underlying, true needs
- Analysis of current state (as-is) and design of future state (to-be) business process to be used as input for business and IT projects, deriving and documenting therefrom procedures, models and operating processes:
- Evaluating the effect of change on people, processes and systems.
- Analysis, identification and articulation of issues relating to process
- Completing process related collateral in adherence with Farmlands Process Methodology and Standards.
- Facilitate the implementation of new processes and changes to existing processes through effective communication with all stakeholder levels.
- Ensure clear opportunity, benefit definition and option analysis is in place to support decision making by senior business leaders, so that the changes selected for implementation maximise the value to Farmlands and its Shareholders.
- Actively working with the Project/Programme Manager to define scope, analyse issues (and opportunities) and determine Business Analysis activities and deliverables as part of a project, as well as to provide accurate estimations of time requirements for the completion of identified tasks.
- Propose, develop and present new processes or process improvements within the business context and within the systems that are used during the course of business operation in order to improve productivity, as well as to reduce cost and risk to the business.

- Identification and escalation of business risks and issues identified during requirements and process analysis activities by the Business Analysis team
- Adherence to relevant Farmlands Methodology(s), Framework(s) and Standards
- Any additional responsibilities reasonably expected by the Business Analyst Team Manager

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

- Significant experience as a Senior Business Analyst, Lead Business Analyst or Lead Business Process Analyst in a software development or related area.
- Experience in presenting concepts to varied audiences.
- Experience with use case and data modelling.
- Experience with agile delivery and analysis methods.

Qualifications – Āu tohu mātauranga Knowledge – Āu mōhiotanga

- Tertiary-level qualification in IT or business
- Excellent working knowledge of the System Development Lifecycle (SDLC).
- Exposure to Project Management and related project methodologies.
- Knowledge of Business Analysis concepts, methodologies, tools and techniques.
- Knowledge of Process Modelling concepts, methodologies, tools and techniques.

Skills – Āu pūkenga

- Competency in the use of Microsoft Office productivity applications.
- Intermediate level use of Microsoft Visio.
- Use of process modelling tools, preferably NINTEX Promapp
- Requirements gathering and documentation.
- Excellent stakeholder management and interpersonal skills.

Personal Attributes – Ōu āhuatanga

- Ability to work to deadlines and maintain focus on commitments.
- Ability to work with people from many different disciplines with varying degrees of technical experience.
- Ability to adapt to a dynamic, rapidly changing business and technical environment.
- Information and knowledge sharing.
- Ability to work efficiently under conditions where priorities may change.
- Ability to take initiative when clear direction is not available.
- Commitment to team and project success.
- Ability manage self to commitments and deadlines
- Able to receive constructive feedback
- Has a clear view of the vision for the business and communicates this in a way that motivates and inspires others to seek higher levels of performance
- Critical thinker who is consistent, fair and well-considered in the response.
- Effective interpersonal skills including the ability to collaborate, influence, negotiate, resolve conflicts and effectively coach others to improve engagement and performance
- Creativity, innovation and the ability to think 'out-of-the-box' in problem solving
- Prepared to listen to different perspective and engages others to develop solutions
- Has the ability to be objective, impartial and is emotionally detached in delivering to business goals
- Team player with the ability to work closely and collaboratively with other leaders
- Strategic thinker – recommends actions to improve and leverage opportunities