

Position Description

Kaipūtaiao Raraunga / Data Scientist

Manager	Director Data and Insights (temporary)		
Location	Wellington		
Direct reports		Delegations	
Date	September 2022	Job band	18

About Te Hiringa Mahara

Te Hiringa Mahara, formally known as the Mental Health and Wellbeing Commission, is an independent Crown entity with the objective to contribute to better and equitable mental health and wellbeing outcomes for people in Aotearoa New Zealand.

Te Hiringa Mahara is an organisation committed to being grounded in Te Tiriti o Waitangi. Not only do legal obligations require Te Hiringa Mahara to take account of Te Tiriti o Waitangi in its work, but it is committed to enabling a system that achieves better and equitable mental health and wellbeing outcomes for Māori.

We are also required to seek the views of people who have experienced mental distress, people who have experienced addictions (or both), and the persons (including family and Whānau) who support them.

We are a new organisation established to provide system oversight and leadership in the transformation of our mental health and wellbeing system. We will contribute to better and more equitable mental health and wellbeing outcomes for all people in Aotearoa through monitoring and reporting, advice, and advocacy.

Further details can be found at www.mhwc.govt.nz.

During 2021, the organisation's vision, mission, values, and strategy that gives direction to Te Hiringa Mahara into the future was developed. As this strategy is reflected in our approaches and work programme, this position description may be reviewed during 2022.

Vision, Mission, and Values

Our vision is: Tū tāngata mauri ora, thriving together.

Our mission is: Whakawateatia e tātou he ara oranga, clearing pathways to wellbeing for all

Our values are:

Tūhonotanga – we are inclusive, connected and stronger for it

Māia – we are courageous and speak up about what is important to people

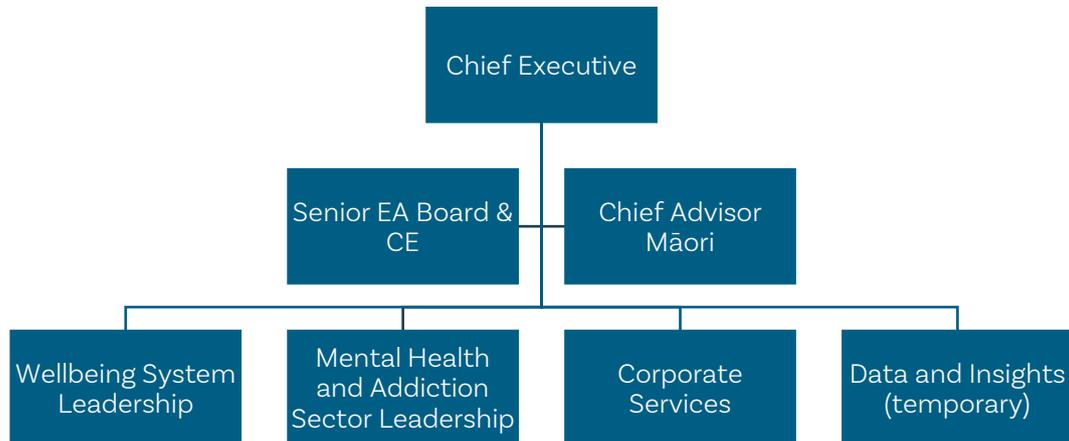
Māramatanga – we learn by listening, seek knowledge, and use it for good

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Tika – we are fair and respectful in supporting pathways to wellbeing

Aroha – we work with compassion – we care about the work we do and the people of Aotearoa

Organisational Structure



The Data and Insights team is normally part of Wellbeing System Leadership & Insights but will be separate for 6 months due to staffing exigencies.

Position purpose

The Data and Insights team provides transparent analysis and reporting on the mental health and wellbeing of all people and provides insights on how the mental health and addiction system contributes to these outcomes.

The Data Scientist will lead the analytical approaches that further our understanding of mental health and wellbeing within Aotearoa New Zealand, particularly in developing answers to “what’s happening, and why?” and “what needs to change?”.

We have a mandate to independently monitor mental health and addiction services, and to assess and report publicly on the mental health and wellbeing of people in Aotearoa New Zealand. We have two frameworks, the He Ara Oranga wellbeing outcomes framework and He Ara Āwhina system framework, that provide the framing for how we monitor, assess, and report, on wellbeing and the mental health and addiction system.

Our ambition is that we contribute to better and equitable mental health and wellbeing outcomes for people in Aotearoa New Zealand. We see significant opportunity to use the analytical tools available to us to shine a light on what’s happening, what’s working and what needs to change – and to provide a foundation for the Commission to fulfil its role as system leader.

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Key Accountabilities

Data Analysis

- Ability to apply a Te Tiriti o Waitangi lens to the data we use and the insights we generate – particularly where data relates to Māori
- Ensure data analysis and reporting is aligned to monitoring and reporting framework requirements
- Identify data gaps and data analysis opportunities that will assist in reporting against the relevant frameworks
- Contribute to developing approaches to analysing and communicating data to a broad range of audiences and stakeholders
- Ability to employ a range of reporting and visualisation techniques (dashboards, annual reports, snapshot reports)
- Identify opportunities for continuous improvement of data collection, storage, analysis and reporting in the health and wider social sector and recommend practical solutions
- Ensure that analysis, data, and information supplied to other agencies and the public is accurate and verified
- Act as a liaison to other agency teams, to ensure resolutions occur at the source of data quality issues
- Maintain up-to-date professional knowledge across a range of relevant technologies and methodologies.
- Build and maintain relationships with other agencies with health and wellbeing data insight functions and work collaboratively to meet any data sharing agreements
- Develop and document collection and analysis processes and identify potential improvements.

Data Engineering

- Design data-centric products and data processes to support conducting analytics.
- Understand the data implications of business needs and liaise with consumers of data and products to understand how they will use these products.

Statistical Analysis

- Understand the business needs, and questions that need to be answered.
- Work with colleagues to understand how they will use information to select and develop analytical methods appropriate for available data and business needs.

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- Translate complex technical information into a form that is readily understood by other people in the organisation.

Relationship Management

- Develop and maintain networks across the government analytics community.
- Work proactively with key internal stakeholders and if required with external stakeholders and partners.
- Work in partnership with key external stakeholders to build the Commission's capability, networks, and data sharing opportunities.

This position description is intended as an insight to the main tasks and responsibilities required for the role and may be subject to change in consultation with the job holder.

Health, safety, and wellbeing

At Te Hiringa Mahara we expect all our Individual Contributors to:

- Help maintain a safe working environment by complying with and supporting all health and safety policies, guidelines, and initiatives
- Know what to do in the event of an emergency or if a health and safety incident or near miss occurs
- Know how to keep yourself and others safe at work from hazards and risks relevant to your role

Key relationships

The Data Scientist has a key role in developing and maintaining effective working relationships with internal staff in the Mental Health & Addiction and Wellbeing System Leadership teams, and with professional colleagues in other agencies (including the Ministry of Health, Te Whatu Ora, Social Wellbeing Agency, Statistics NZ, Te Pou, Health Quality & Safety Commission, and other data collection agencies).

Person specification

Essential

- A relevant tertiary qualification in a quantitative area (e.g., Applied Mathematics, Econometrics, Actuarial Sciences, Operations Research, or Statistics)
- Experience in “data wrangling” - identifying, understanding, and utilising data sets from multiple sources
- Evidence gathering and synthesis skills
- Experience in using advanced analytic techniques to support decision making, report writing, and policy development

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- A demonstrated ability to analyse data and generate appropriate reports in a timely manner
- Experience in working in a multi-disciplinary team to deliver significant pieces of work
- Experience using the Statistics NZ IDI, or similar use of integrated data across large datasets

Desirable

- A knowledge of data related to New Zealand health and disability sector, particularly the mental health and addiction sector, and wellbeing.
- An understanding of Te Tiriti o Waitangi, Māori tikanga and Māori environments or a strong desire to develop your experience in this area.
- First-hand experience of or strong interest in supporting those who have lived and are affected by mental illness, distress and/or addiction

Diversity and Inclusion

Te Hiringa Mahara welcomes and supports people of all gender identities, ages, ethnicities, sexual orientations, disabilities, and religions. A requirement of this role is to actively support and promote our diversity and inclusion principles.

Key Competencies

Commitment to purpose - is committed to the organisation's goals and strategies, and understands the socio-political context in which it operates

Te a Māori - has the skills, understanding and confidence to work in true Te Tiriti o Waitangi partnership with Māori, as set out in the Te Tairāwhiti capability framework.

Collaboration - builds and maintains highly effective working relationships with stakeholders and partners.

Teamwork - builds and maintains highly effective working relationships with colleagues within the Commission.

Impact & advocacy - is committed to creating system transformation and understands how to prioritise for greatest impact.

Delivering results - sets objectives, plans and organises activities and resources to achieve results.

Analysis & judgement - uses logical thinking and analysis to clarify and resolve problems and make decisions.