

POSITION DETAILS

POSITION TITLE:	Senior Analyst
GROUP:	Money
DEPARTMENT:	Economics
REPORTS TO:	Manager, Policy Analysis
JOB EVALUATION:	Analytical, Band 4
LOCATION	Wellington or Auckland
DATE:	October 2023

Our purpose, vision and values

The Reserve Bank of New Zealand, Te Pūtea Matua, is New Zealand's central bank. Toitū Te, Toitū Te Ōranga - We enable economic wellbeing and prosperity for all New Zealanders.

Our vision is to be a Matangirua Ki Matangireia – Great Team, Best Central Bank. We operate with Taura / Integrity, Wānanga / Innovation and Taura/ Inclusion.

Our Māori traditions tell us that Tāne Māhuta, god and guardian of the forest and birds, enabled life to thrive within his ecosystem. Inspired by the Tāne Māhuta legend, Te Pūtea Matua has adopted the story of the kaitiaki to reflect our stewardship of the financial system of Aotearoa, doing all we can to enable a sustainable, productive and efficient economy.

We have a clear goal – to create an environment that fosters the overall economic wellbeing of the country and the living standards of all New Zealanders so that we, and generations to come, continue to enjoy this great country.

How we work

Our work enables our economy to grow, people to be in work and means we can all rely on the banking system as we spend, borrow and save in our daily lives. We achieve this by keeping prices stable and supporting maximum sustainable employment, supervising banks and insurance companies, managing and producing the wholesale money system and producing New Zealand's currency.

We are hugely passionate about what we do and the impact it has on businesses, communities and whānau. Driving a financial system that enables New Zealand takes expertise, determination and a strong commitment to working collaboratively with our partners. We carry this responsibility with great pride.

Directorate purpose

In the Economics Directorate, we have primary responsibility for providing economic analysis, forecasts and advice to the Monetary Policy Committee (MPC). This support is vital to achieving the Bank's dual mandate for monetary policy. We also support our colleagues in other areas of the Bank, working collaboratively to achieve the Bank's strategic priorities of the day.

Team purpose

The Policy Analysis team is responsible for producing a wide range of timely analysis on topics of relevance for monetary policy and the framework in which it operates. We help answer the key questions the MPC are facing when making monetary policy decisions.

At the same time, we are a key link between the Bank and wider public service – fostering relationships with key economic agencies across the New Zealand government.

We are also the team that maintains our stock of knowledge about the New Zealand economy, monetary policy, and our monetary policy frameworks – responsible for ensuring our Monetary Policy Handbook is fit for purpose in guiding the MPC to make great monetary policy decisions.

Role purpose

The Senior Analyst is a pivotal role responsible for conducting in-depth analysis and/or research across a range of areas to address complex questions and challenges facing both the New Zealand and global economies and financial markets. Leveraging strong technical skills, this role contributes to shaping Reserve Bank policies, supporting decision-making, and advancing our understanding of central banking. The Senior Analyst collaborates within their immediate team and across their Group and Directorate, offering mentorship and leadership to junior staff, and actively engaging in project groups. This role plays a crucial part in driving excellence in all aspects of monetary policy, ultimately contributing to informed policy formulation, effective communication, and strategic initiatives.

Key internal and external relationships

Internal relationships

- Teams and Directorates within the Money group
- Other directorates and teams of the Reserve Bank as required
- The Monetary Policy Committee
- EMG

External relationships

- The New Zealand Treasury
- Peer central banks

Key accountabilities

Critical areas of success: The **Senior Analyst** will be required to deliver results in the following areas:

Core Senior Analyst Accountabilities

Collaboration and Leadership:

- Work collaboratively across departments to contribute to key policy projects, fostering a culture of teamwork and shared expertise.
- Provide mentorship and guidance to junior colleagues, supporting their professional growth and the development of high-quality analysis and research.
- Collaborate with internal stakeholders and external partners to enrich the organization's insights and maintain up-to-date knowledge of developments.

Technical Expertise:

- Conduct rigorous policy and empirical analysis, utilising a variety of economic and statistical techniques to address complex issues.
- Continuously enhance technical skills through on-the-job applications and external training, ensuring high-quality analysis and research outputs.
- Champion the use of data driven insights and recommend innovative techniques to enhance the analytical and policy analysis framework.
- Ensure delivery of research and analysis in a timely manner.

Effective Communication:

- Clearly articulate insights and findings of analysis, both in written papers and oral presentations, to key stakeholders and internal committees.
- Contribute to external publications, speeches, and reports that effectively communicate the Bank's stance on economic developments and policy decisions.

Policy analysis and research

- Undertake policy analysis on operating frameworks for monetary policy.
- Identify the key economic issues and questions facing the New Zealand economy, and conduct prompt research to address such issues and questions
- Conduct research using a range of economic and statistical techniques, either using their own knowledge or effectively drawing on that of colleagues

Relationship Management:

- Maintain strong relationships with internal and external stakeholders.

Mentorship and Training:

- Mentor and support recent graduates, aiding their skill development and contributing to the growth of the team's expertise.

Thought Leadership:

- Provide thought leadership within the organization, influencing policy decisions through analytical excellence and expertise.

Adaptability and Additional Duties:

- Embrace an adaptable approach to tackle a variety of responsibilities and tasks as required by the evolving demands of the role and the organization's priorities.

Key Competencies

- A post-graduate degree in economics, finance, or a similar quantitative field
- At least three years of professional experience, preferably within a policy-making institution.
- Well-developed analytical and research skills.
- Effective collaboration within interdisciplinary teams and with external stakeholders.
- Ability to draw on colleagues' knowledge and skills to enhance outcomes and contribute constructively to the work of others.
- Strong communication skills, both oral and written, to effectively convey complex concepts to technical and non-specialist audiences.
- Understanding of interactions between economic factors, financial systems, and monetary and financial policies.
- Strong time management skills and efficient work processes to deliver complex projects and meet objectives.
- Ability to mentor junior colleagues and contribute to their skill development.
- Potential to lead analytical projects and provide guidance within a team environment.
- Willingness to expand technical skillset through on-the-job learning and external training.

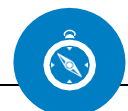
Capabilities







Strategic

Strategic thinking: We make informed decisions and take considered risks, which incorporate both short and long term factors and are aligned with our Strategic Plan and values. We prioritise activities and make choices which are most likely to enable the delivery of shared goals. We scan the horizon for emerging opportunities and plan current activities with the future in mind.



Critical thinking: We understand the goals and values of Te Pūtea Matua, set a clear direction and help colleagues to translate strategic priorities into the delivery of specific outcomes, which are informed by evidence and insight. We



	build confidence and commitment in the way that we listen to the views of others, act on our plans, learn from our setbacks and celebrate our successes.	
Engaging	Collaborative: We build effective working relationships with a wide range of internal and external stakeholders to shape the future through creative collaborations and teamwork. We demonstrate the impact of our contribution through regional, national and international partnerships and we work together with our diverse range of colleagues, students and partners to understand their needs and deliver excellent outcomes.	
	Communicating with Impact: We build trust and gain buy-in to shared goals through our professionalism, integrity and effective communication skills. We influence and engage others across and beyond the Te Pūtea Matua through active two-way dialogue and by promoting a clear and targeted message which positively reflects on our Brand and reputation.	
Constructive	Delivering Results: We take responsibility for delivering change efficiently and making things happen. Barriers and challenges are resolved promptly and success is celebrated. We are committed to ensuring that positive change is sustained and embedded to drive future success. We take a proactive approach to developing solutions and processes which are accessible, inclusive and user friendly.	
	Developing Others: We equip colleagues to perform to the best of their ability and realise their potential through ongoing feedback, coaching and development. We value and recognise the benefits of working with a diverse range of talented colleagues and actively seek to build inclusive teams in which all team members can thrive.	
Self-Awareness	Resilience & Adaptability: We are able to adapt to changing priorities and seek to create a positive and healthy working environment in the way that we engage with and support others.	
	Self-Awareness: We understand our individual leadership style and adapt our approach in response to the situation and the needs of others. We regularly seek feedback to increase our levels of self-awareness and are committed to undertaking development to improve our personal effectiveness.	
Innovation	Innovation & creativity: We actively seek and use feedback to drive continuous improvement. We challenge ourselves and others to be the best we can and share best practice from across our Te Pūtea Matua and beyond. We create an environment where new ideas and creative problem solving are encouraged and acted on.	