



POSITION DETAILS

POSITION TITLE:	Graduate Analyst
REPORTS TO:	Various managers based on Rotational Placement
JOB EVALUATION:	Level 13 or 14
LOCATION	Wellington / Auckland
DATE:	February 2025

Our purpose, vision and values

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

Our vision is Great Team, Best Central Bank, expressed as Matangirua Ki Matangireia – working as one towards our ultimate purpose. We operate with Tauria / Integrity, Wānanga / Innovation and Taura/ Inclusion.

Our Māori traditions tell us Tāne Māhuta, guardian of the forest and birds, enabled life to thrive within his ecosystem. Inspired by the Tāne Māhuta legend, RBNZ 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 financial system as we spend, borrow and save in our daily lives. We achieve this by being the sole issuer of central bank money for New Zealand, ensuring that cash and payment systems meets the needs of the public, keeping consumer prices stable and regulating and supervising financial institutions and insurance companies.

We are passionate about what we do and the impact it has on businesses, communities and whānau. Enabling economic prosperity and wellbeing for all New Zealanders takes expertise, determination and a strong commitment to working collaboratively with our partners. We carry this responsibility with great pride.

Role purpose

The rotational Graduate Programme enables participants to gain a broad understanding of RBNZ's operations and functions, and to help them identify their professional strengths and interests while developing a diverse skill set. The Programme is designed to provide a structured pathway for Graduates to learn, grow and contribute to RBNZ's success.

A Graduate Analyst will be committed to the rotational work programme that moves them through different teams in order to gain a breadth of understanding of multiple parts of the RBNZ and supports collaboration as 'One Team'.

A critical element of this role will be participation in various learning environments such as training sessions, workshops and education programmes, which are designed to enhance technical skills, embed specialised expertise, and professional competencies.

Role responsibilities

The **Graduate Analyst** is responsible for becoming familiar with the operational functions of a range of directorates across RBNZ and contributing to their programs of work. The key responsibilities of a Graduate Analyst during their assigned rotations will be to:

- Undertake analysis and make recommendations, and where relevant to your role, lead pieces of work or workstreams within the directorate.
- Contribute to projects and initiatives within each rotation, collaborating with team members and other internal stakeholders to achieve objectives and deliver agreed outcomes.
- Formulate and draft advice on policy, regulation, legislation or interventions relevant to your directorate's initiatives.
- Conduct research that delivers insights on a broad range of relevant issues.
- Communicate insights and, where relevant to your role, present analysis and advice to experts and decision-makers at the RBNZ.
- Represent the RBNZ and its views to stakeholders in a professional manner.

Key competencies

- An undergraduate and/or postgraduate qualification in a discipline relevant to RBNZ such as economics, commerce, finance, law, mathematics, statistics, accounting.
- Excellent communication skills, both written and verbal.
- Ability to draft and clearly present analysis, advice, business cases and documentation.
- Ability to build professional working relationships and influence stakeholders.
- Awareness of the importance of Te Ao Māori and Te Tiriti o Waitangi.
- Critical-thinker with great analytical skills.
- Confidence with technology and digital communication.
- Adaptability and flexibility and able to work on different types of projects and tasks.
- The ability to adjust quickly to new challenges and responsibilities.
- A reflective learner who will flourish from diverse experiences.
- A willingness to enhance knowledge and capabilities, navigate new challenges and contribute effectively to each work rotation.

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.	