



POSITION DESCRIPTION

Position details

Position Title	Resolutions Analyst
Team/Branch/Group	Business Delivery / Service Design and Performance / Immigration New Zealand
Location	Wellington
Date	July 2017

Our purpose

Our purpose is to grow the New Zealand economy to provide a better standard of living for all New Zealanders. To achieve this, we need a strong, high performing economy, where for example, people (workers, consumers and investors) are protected and aware of their rights and obligations; and the integrity of the environment is maintained.

As one of New Zealand's largest government agencies, the work we do impacts the lives of all New Zealanders. We work to increase household incomes by helping businesses to be more productive and internationally competitive, increasing opportunities for all New Zealanders to participate in the economy through improved job opportunities, and by ensuring quality housing is more affordable.

This is all echoed in our Māori identity – Hikina Whakatutuki – which broadly means “lifting to make successful”.

How we work

Our aspiration is that MBIE is a great place to work where great work gets done.

We believe in harnessing the potential of our people and the diverse skills and life experiences they bring to MBIE.

Our targets are challenging and require us to work with others, and across the Ministry (making the most of our size and scope).

Our people will need to adopt a generous disposition and actively seek out opportunities to be purposely collaborative across MBIE. This means asking ‘why not?’ instead of ‘why?’, and leveraging off the collective that is MBIE in the pursuit of goals that stretch right across teams, branches and groups.

We work across government, and New Zealand, in a way that enables us to expand and deepen our understanding of businesses and markets. We use our extensive presence across New Zealand and around the world to make and leverage domestic and global connections.

With our Crown entity partners we work collaboratively with other government agencies; local government; businesses; industry, sector, union and employer groups; consumer groups; Māori leaders; and scientists to develop and deliver fit-for-purpose policy, services, advice and regulation that support people, businesses, communities and regions to be successful.

As the lead agency for providing government services for business, we are focussed on making it easier for business to interact with government.

Our character

Shape We shape the agenda by challenging the status quo, and by generating and adopting new

ideas, to bring those ideas to life.

Collaborate We support each other, engage early and proactively partner in pursuit of shared goals.

Deliver We have a can do attitude, take ownership, act with purpose, urgency and discipline, take calculated risks, celebrate success and learn as we go.

Our structure

The Ministry comprises around 3,200 staff operating in New Zealand with a further 400 staff in overseas locations.

The Ministry has seven business groups: Building, Resources and Markets; Corporate, Governance and Information; Finance and Performance; Immigration New Zealand; Labour, Science and Enterprise; Market Services; and the Office of the Chief Executive.

The Resolutions Analyst position reports into the Team Leader, Resolutions in the Immigration New Zealand group.

The branches in this group are:

- Business Strategy & Governance
- Compliance, Risk & Intelligence
- Service Design & Performance
- Settlement, Protection & Attraction
- Visa Services

Position purpose

The Analyst contributes to the operations of the Immigration Resolution team. The team is responsible for providing Ministers and senior officials within INZ and the Ministry with accurate objective and timely information, analysis and advice, in order to support their decision-making on complex immigration cases and issues.

Key relationships

- Ministers and staff in Minister's offices
- Staff in other government agencies
- Office of the Ombudsman
- Office of the Privacy Commissioner
- Immigration Advisors and lawyers
- Immigration clients
- Team Members
- Team Leaders
- Manager, Immigration Resolutions
- Deputy Chief Executive Immigration
- Legal Services
- Fraud & Compliance (CRIS)
- MBIE Communications
- Other Immigration and MBIE Managers & Staff

Key accountabilities and deliverables

Responsibilities of this position are expected to change over time as the Ministry responds to changing needs. The incumbent will need the flexibility to adapt and develop as the environment evolves. This includes performing any other reasonable duties as required.

Key accountability or deliverable	Indicators of success
<i>Provide High Quality, Timely Services to Support Complex</i>	<p>The Analyst will be required to deliver results in the following areas:</p> <ul style="list-style-type: none">• Gather, investigate and analyse information in order to prepare complete

Key accountability or deliverable	Indicators of success
<i>Decision-making</i>	<p>case summaries, submissions, assessments and correspondence.</p> <ul style="list-style-type: none"> • Prepare all summaries, submissions, assessments and correspondence to a very high standard of accuracy, grammar, clarity and presentation. • Identify and apply relevant legislative, policy and procedural requirements. • Provide advice and support for INZ's complaint handling process (including some quality assurance). • Apply principles of fairness and natural justice to determine appropriate courses of action. • Meet any statutory or other timeliness standards as applicable to the work. • Use excellent judgement to identify and escalate potentially sensitive issues to Managers. • Provide accurate and timely responses to enquiries referred to Resolutions. • Maintain appropriate records and contribute complete and accurate data for reporting purposes.
<i>Team Contribution</i>	<ul style="list-style-type: none"> • Provide analysis and input into operational policy development and other Ministry projects and reviews. • Contribute to the development of work plans and project plans. • Provide peer review and coaching to other staff within the team. • Work as an effective and co-operative team member and undertake other relevant duties as directed by the Deputy Chief Executive (or Manager as delegated from time to time).
Safety and wellbeing <i>Manages own personal health and safety, and takes appropriate action to deal with workplace hazards, accidents, incidents and near misses</i>	<ul style="list-style-type: none"> • Manages own personal health and safety, and takes appropriate action to deal with workplace hazards, accidents and incidents. • Ensures own and others' safety at all times. • Complies with relevant safety legislation, policies, procedures, safe systems of work and event reporting. • Reports all incidents/accidents, including near misses in a timely fashion.

Competencies

Cultivates Innovation	<p>Shape the agenda, creating new and better ways for the organisation to be successful, by</p> <ul style="list-style-type: none"> • Coming up with useful ideas that are new, better or unique • Challenging the status quo • Introducing new ways of looking at problems • Generating and adopting new and creative ideas, and putting them into practice • Encouraging diverse thinking to promote and nurture innovation
Nimble Learning	<p>Actively learn through experimentation when tackling new problems, using both successes and failures as learning fodder, by</p> <ul style="list-style-type: none"> • Learning as we go, when facing new situations • Experimenting to find new solutions • Taking on the challenge of unfamiliar tasks • Extracting lessons learned from failures and mistakes • Being flexible and responsive to changes in requirements • Identifying personal learning opportunities

	<ul style="list-style-type: none"> Finding own solutions where possible
Collaborates	<p>Support others, building partnerships and working collaboratively with others to meet shared objectives, by</p> <ul style="list-style-type: none"> Working co-operatively with others across MBIE, the public sector and external stakeholder groups to achieve shared objectives Balancing competing interests and priorities appropriately and in line with MBIE's priorities Identifying, engaging early and partnering with relevant stakeholders to get work done Crediting others for their contributions and accomplishments Gaining trust and support of others. Addressing behaviours that do not align with our culture Seeking and respecting the views and opinions of others Providing timely and helpful information to others across the organisation
Customer Focus	<p>Build strong customer relationships and delivering customer-centric solutions, by</p> <ul style="list-style-type: none"> Gaining insights into customer needs Delivering quality, accurate, timely service and customer focussed solutions Identifying opportunities that benefit the customer and will improve service delivery Building and delivering solutions that meet customer expectations Establishing and maintaining effective customer relationships Pro-actively partnering in pursuit of shared goals. Actively seeking and responding to customer feedback
Action Oriented	<p>Take on new opportunities and tough challenges with purpose, urgency and discipline, by</p> <ul style="list-style-type: none"> Readily taking ownership and action on challenges, without unnecessary planning, and being accountable for the results Identifying and seizing new opportunities Displaying a can-do attitude in good and bad times, and celebrating success Stepping up to manage tough situations and encouraging my colleagues to do the same
Decision Quality	<p>Make good and timely decisions that keep the organisation moving forward, by</p> <ul style="list-style-type: none"> Making sound decisions, even in the absence of complete information Relying on an appropriate mix of analysis, wisdom, experience and judgement to make valid and reliable decisions Considering all relevant factors and using appropriate decision-making criteria and principles, taking calculated risks where required Recognising when a quick 80% solution will suffice, and when it will not Analysing information to make effective decisions in order to improve performance
Organisational commitment and public service	<p>Role models the standards of Integrity and Conduct for the State Services Contributes to the development of, and helps promote and builds commitment to MBIE's vision, mission, values and services, by</p> <ul style="list-style-type: none"> Willingly undertaking any duty required within the context of the position Managing own personal health and safety, and takes appropriate action to deal with workplace hazards, accidents and incidents Understanding Equal Employment Opportunities (EEO) principles and the application of these to MBIE Complying with all legislative requirements and good employer obligations

Personal specifications

Skills and Experience

Essential:

- Excellent communication skills (written and oral)
- Excellent analytical ability
- Good standard of computer literacy and word processing.
- A well-developed understanding of the concept of great customer service.
- Ability to quickly establish and build strong working relationships.
- Ability to effectively manage a fluctuating caseload while working to specific timeframes.
- Ability to work both independently and collaboratively.
- A flexible and responsive approach to innovation and change.

- The ability to gain and maintain a national security clearance as required
- Must be a NZ citizen or hold a residence class visa (if the role is located in New Zealand)
- Must have the legal right to live and work in the country in which this position resides (if the role is located outside of New Zealand)

Desirable:

- Understanding of the Ministry and where the team fits in delivering outcomes for the Ministry.
 - A good working knowledge of the Immigration Act and Instructions and the Official Information and Privacy Acts
-