

# Director – Data Insights and Enablement

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## Kaupapa | Purpose

The Director, Data Insights and Enablement is a critical enterprise leadership role responsible for shaping organisational decision-making through data-driven insight. Reporting to the Chief Executive, this role translates institutional data, market intelligence, and advanced analytics into actionable strategies that directly inform academic portfolio development, pricing, market positioning, and ākonga success outcomes. The Director ensures that decision-making across Wintec is evidence-based, prioritised, and measurable. Operating across all directorates, the role acts as a strategic integrator—aligning academic, commercial, and operational priorities through a shared evidence base. While not a member of the Executive Leadership Team (ELT), the Director operates at that level as a trusted advisor and partner, influencing enterprise decisions through insight, credibility, and collaboration.

**Reports to:** Chief Executive

**Team:** Wintec

**Operating Model:** Enterprise leadership role; works alongside ELT as a strategic advisor (not an ELT member)

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## Ngā mahi | Do

### Enterprise Insight and Decision Support

- Lead the development and delivery of enterprise-wide insights that directly inform strategic and operational decision-making.
- Translate complex data, analytics, and modelling into clear, actionable narratives that influence executive and Council-level decisions.

- Establish and maintain a prioritised enterprise insights agenda aligned to strategic priorities.

### **Market Intelligence, Portfolio and Commercial Strategy**

- Lead market sizing, demand forecasting, and competitive analysis to inform programme portfolio design and investment decisions.
- Provide data-driven insight to support pricing strategy, product positioning, and revenue optimisation.
- Partner with academic and commercial leaders to evaluate portfolio performance and identify growth opportunities aligned to regional, industry, and government priorities.

### **Ākonga Success and Equity Outcomes**

- Lead the development of insight frameworks that identify risk and opportunity across the full ākonga lifecycle (attraction, enrolment, progression, completion, and transition).
- Design and enable predictive analytics that support early identification and proactive intervention for priority learners.
- Partner across the organisation to co-design and evaluate initiatives that improve retention, progression, completion, and equitable outcomes for Māori, Pacific, disabled, and other priority ākonga.

### **Enterprise Data Strategy and Capability**

- Own and lead the enterprise data and insights strategy, ensuring alignment with organisational priorities.
- Establish and embed a “single source of truth” approach to data, metrics, and reporting.
- Build organisational data literacy and capability, enabling leaders and kaimahi to confidently use data in decision-making.
- Prioritise and govern the analytics and insights roadmap to maximise impact and value.

## **Data Infrastructure, Governance and Enablement**

- Define strategic business requirements for data architecture, integration, and analytics platforms in partnership with IT.
- Ensure data systems and tools enable accessible, timely, and high-quality insights across the organisation.
- Lead data governance and stewardship frameworks that ensure integrity, ethical use, and compliance, while enabling innovation and insight generation.

## **Collaboration and Enterprise Leadership**

- Act as a strategic partner to ELT and senior leaders, embedding insight into planning, performance management, and decision-making.
- Influence without formal authority, building strong, trusted relationships across academic and corporate functions.
- Lead and develop a high-performing data and insights function, fostering a collaborative, inclusive, and impact-focused culture.
- Contribute to enterprise leadership through visible, values-based practice aligned to Wintec's strategic direction.

## **Financial and Operational Accountability**

- Manage the function's budget and resources to deliver maximum strategic value.
- Ensure effective prioritisation and delivery of insights that contribute to organisational performance and sustainability.

## **Health, Safety and Wellbeing Leadership**

- Demonstrate visible leadership in creating a safe, healthy, and inclusive environment.
- Fulfil due diligence obligations as an Officer under the Health and Safety at Work Act 2015.
- Ensure wellbeing and safety considerations are embedded in decision-making, planning, and organisational change

## **Wintec culture**

- Observes Wintec's mission, strategies, priorities and values in all activities
- Follows all Wintec's policies and procedures and legislative obligations

- Demonstrates an understanding and commitment to the principles of the Treaty of Waitangi and Equal Employment Opportunities (EEO)
- Demonstrates an understanding of and commitment to Wintec's mission, strategies, priorities and values
- Promotes equity and diversity in the workplace; builds mutual trust; and treats kaimahi equitably, transparently, fairly and in a culturally appropriate manner
- Undertakes continuous improvement and development of systems, procedures and service to ensure Wintec maintains and develops its position as a leading provider of vocational education and training

#### **Other duties**

- Performs other duties as may be reasonably required from time to time

#### **Demonstrate commitment to:**

**Te Tiriti o Waitangi.** Through our developing understanding of our obligations and our connection with Te Tiriti o Waitangi as both individuals and as an organisation.

**Ākonga at the Centre.** Through prioritising the experience, wellbeing, and success of our ākonga in our decision-making process.

**Equity.** Through recognition, empowerment, and inclusion we can give greater acknowledgement of the unmet needs of Māori, Pacific and disabled ākonga and their whānau.

**Vocational Education and Training Excellence.** Through quality provision for all ākonga, meeting the regional needs of employers and communities.

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## **Pūkenga | Have**

### **Education, Training and Experience**

- Proven experience in leading enterprise-level data, analytics, or insights functions that directly influence strategic and commercial decisions.
- Demonstrated ability to translate complex data into clear, compelling insights that drive executive decision-making.

- Strong commercial acumen, including experience in market analysis, pricing strategy, portfolio optimisation, or demand forecasting.
- Experience designing and implementing data-driven approaches to improve customer or learner outcomes at scale.
- Track record of influencing across complex organisations without direct authority.
- Experience leading system-level change and embedding insight-led decision-making practices.
- Deep understanding of the Aotearoa New Zealand education environment, including drivers of ākonga success and equity.
- Proven ability to build and lead high-performing, collaborative teams.
- Strong stakeholder engagement, relationship management, and communication skills.
- Relevant tertiary qualification (or equivalent experience)

#### **Waiaro | Leadership Approach**

- **Strategic and Insight-led:** Uses evidence to shape direction and prioritisation.
- **Collaborative and Influential:** Builds alignment and drives outcomes through partnership.
- **Courageous and Transformational:** Challenges the status quo to achieve better outcomes.
- **Authentic and Inclusive:** Leads with integrity, respect, and a commitment to equity.
- **Future-focused:** Connects data, insight, and strategy to long-term organisational success.

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## Wintec Values



Manawa nui describes the behaviour of a person or group that embodies manaakitanga (kindness), humility, patience, respect, tolerance and compassion.



Manawa roa describes the behaviour of a person or group that embodies staying power, resilience, fortitude, grit and doing what needs to be done to achieve the collective goal.



Manawa ora describes the behaviour of a person or group that embodies the act of breathing life into all aspects of another life form.

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## Ngā Hononga Mahi | Working relationships

### Internal:

Directors / Chief Executive / Executive Leadership Team / Academic Directors / IT/Technology / Student Support Services / Finance

### External:

Industry partners / Employers / Iwi / Government agencies / Community organisations / Sector stakeholder

### Resource delegations and responsibilities:

**Financial:** Yes, as per delegated authority

**People:** ?