



Deputy Chief Economist

Role:	Deputy Chief Economist
Level:	Level 5
Reports to:	Chief Executive Officer
Direct reports:	Between one and four
Financial delegations:	None

BERL kaupapa

Te uaratanga – Mission

BERL is passionate about realising the potential of people and their communities. Our approach is to inform decision makers by understanding problems, collecting evidence and applying economics. BERL's commitment is to the wellbeing of current and future generations.

Te whakakitenga – Vision

We will develop our current strengths and find new ways to offer value.

Ngā uara – Values

BERL's overriding value is commitment to wellbeing. In addition to the quality of the skills we offer, we will achieve influence by embracing and practicing these core values:

- Ngākau pono – Integrity
- Manaakitanga – Respect
- Mōhiotanga – Knowledge
- Whaihua – Relevance
- Panekiretanga – Achievement.

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Role purpose and scope

The Deputy Chief Economist is responsible for providing specialist, strategic, and high-level economic advice, either individually or in support of the Chief Economist. They will ensure appropriate systems and frameworks are in place for sound economic principles to be applied rigorously and consistently in BERL's decision-making and project deliverables. They will work closely with the Chief Executive Officer, Chief Economist, and Principal Consultants to set the strategic direction and support the development and implementation of a business plan. They will also initiate new product development to expand brand image. They will represent BERL in the public arena, which may include speaking with media and presenting at conferences.

The Deputy Chief Economist will work to identify and develop potential project opportunities and maintain strong client relationships. The Deputy Chief Economist will manage staff, and their performance, professional development, and day to day work. The role of the Deputy Chief Economist is also to lead projects from scope development, research method design, task management, including data collection and analysis. As research leads, they will project manage, and as management team members, they will lead senior and junior consultants, and undertake peer review and mentoring.

Deputy Chief Economists have specialist expertise in the area of economics, as well as research and policy development. They will be expected to demonstrate high levels of skills and competency in their area of expertise.

Key functions and responsibilities

Key Deputy Chief Economist functions and responsibilities will include:

- Leading projects and project teams in their areas of expertise
- Managing projects and day-to-day interactions with clients and project team members
- Acting as peer reviewer where appropriate
- Managing staff; including their performance and professional development
- Mentor, manage and/or advise staff in the organisation to promote high quality economic analysis
- Staying up to date on research issues and market trends
- Being part of management team, supporting strategic direction and development, and business plan development
- Developing business relationships with a diverse client portfolio
- Undertaking public speaking, presentations, media interviews, and related communication activities
- Maintaining knowledge, and subject matter and technical expertise
- Undertaking office and administrative functions.

Knowledge, experience, and qualifications

Specific knowledge, experience, and qualifications:

- A graduate degree, preferably a post graduate degree, plus related experience in economics, preferably in a consulting or advisory environment (5+ years)
- Ability to lead and work across multiple projects
- Demonstrated ability to write to deadline for professional and popular audiences in a credible, succinct, and accessible manner
- Demonstrated experience in developing innovative research products and conducting rigorous analysis
- Confident communication skills, including ability to speak to public audiences and the media
- Strong interpersonal skills, including stakeholder engagement and client relationship building
- Ability to lead senior and junior team members and support the wider management team
- Demonstrated technical skills and experience in areas of expertise, including economics, research, and policy development, including (but not limited to) knowledge of and experience with:
 - A range of research methodologies
 - A wide range of economic and business issues
 - Management frameworks, financial analysis, and diverse business operations
 - Providing high-quality strategic advice to support decision-makers
 - Working across all areas of the policy cycle.

Core competencies

The following behavioural competencies are expected of all staff at Level 5 at BERL.

Core competency	Behaviour/s
Focusing on client needs	<ul style="list-style-type: none"> • Acts as a seasoned adviser, providing independent opinions on complex client problems and novel initiatives, and assists with handling priority issues. • Gives clients constructive feedback about issues/problems encountered. • Advocates on behalf of clients, identifying approaches that meet the clients' needs as well as those of BERL.
Leading and communicating	<ul style="list-style-type: none"> • Leads from the front, ensuring visibility and communicating in a straightforward, truthful, and candid way. • Actively promotes diversity and equality of opportunity, valuing difference. • Influences external partners and clients, successfully securing mutually beneficial outcomes. • Identifies and responds to underlying attitudes or behaviour patterns such as cultural norms and personality differences.
Building capability	<ul style="list-style-type: none"> • Champions development and career management for all staff and makes learning a reality by encouraging and providing a range of development experiences. • Encourages work-based learning, ensuring colleagues take responsibility for their own learning • Identifies and plans own learning, targeted to specific developmental needs in current position. • Encourages others to take on new responsibilities in order to support professional development. • Gives feedback that is constructive and precise based on facts and behavioural patterns observed and gives individualised suggestions for improvement.
Collaborating and partnering	<ul style="list-style-type: none"> • Proactively creates, maintains, and promotes a strong network of connections. • Promotes team working with colleagues, sharing knowledge and resources. • Encourages and establishes principles of working effectively across BERL. • Encourages project teams to engage with a variety of partners and stakeholders, and to listen to their feedback.

Influencing world views	<ul style="list-style-type: none"> • Communicates complex issues clearly and credibly with widely varied audiences. • Scans the environment for key information and messages to form the development of communication strategies.
Achieving outcomes	<ul style="list-style-type: none"> • Identifies and implements different ways of working. • Promotes a strong focus on the needs of clients and partners for the delivery of projects. • Sets challenging goals in relation to business opportunities. • Engages in action at the right time and to achieve results.
Delivering value for money	<ul style="list-style-type: none"> • Understands BERL's financial position and recognises impacts of this when delivering services. • Promotes and visibly demonstrates a culture of value for money. • Interprets a wide range of financial and management information, using this effectively in decisions. • Understands and manages risks and cost-drivers in own areas of responsibility. • Advises and/or develops practical solutions to address resource issues that impact the effectiveness of a team or project and deliverables. • Organises people and activities and separates and combines tasks into an efficient workflow to deliver project outputs according to a clear timeframe.
Providing a quality service	<ul style="list-style-type: none"> • Facilitates flexible use of resources through innovative structuring of teams and resources. • Clarifies and articulates the diverse requirements of clients and partners to support delivery of professional excellence and expertise. • Translates complex aims into clear and manageable plans and determines resources requirements to support implementation. • Manages clients to avoid scope creep and cost overruns
Using analytical thinking	<ul style="list-style-type: none"> • Develops conceptual frameworks that guide analysis. • Draws sound conclusions based upon a mixture of analysis and experience. • Transforms technical information to engage a non-specialist audience. • Tailors communication to the audience and to the context. • Edits work delegated to others.

Contributing to the team	<ul style="list-style-type: none"> • Provides clear directions and priorities to teams. • Delegates responsibility to individuals to make them accountable for successful execution. • Organises teamwork to encourage co-operation and bring together complementary skills/expertise. • Credits individual contributions and acknowledges team accomplishments. • Facilitates the discussion and resolution of conflicts or disagreement. • Encourages and values teams' input.
Networking strategically	<ul style="list-style-type: none"> • Actively and continuously expands own network to meet strategic goals. • Identifies and creates opportunities to initiate new partnerships that will facilitate the achievement of strategic goals.
Making effective decisions	<ul style="list-style-type: none"> • Takes quick, confident decisions at strategic level to move things forward to meet BERL's goals. • Ensures involvement and consultation where necessary and takes decisive action when required. • Supports compliance, ethical and other issues to protect BERL's reputation and respect its obligations to clients.
Seeing the big picture	<ul style="list-style-type: none"> • Identifies and considers emerging opportunities and risks when articulating options and recommendations. • Maintains a broad, strategic perspective while identifying and focusing on crucial details. • Shapes strategies and plans, which help put into practice and support BERL's vision and long-term direction.
Setting the direction	<ul style="list-style-type: none"> • Promotes a shared understanding of BERL's needs and strategic direction. • Develops and implements programmes and processes aligned with BERL's strategic direction and needs.
Changing and improving	<ul style="list-style-type: none"> • Contributes to shaping business practices and policies. • Shares new ideas and perspectives to adjust business strategies. • Encourages others to see the positive outcome of doing things differently. • Encourages a culture of learning from experience, and genuinely listening to ideas from staff and stakeholders.

Key relationships

Internal	External
Office Manager	Client base
Analysts	Key central Government officials
Consultants	Key regional and local Government officials
Data Manager	Partners
Senior Consultants	Media
Principal Consultants	
Chief Economist	
Chief Executive Officer	

Performance criteria

An individual plan will be developed that reflects the contribution this position is expected to make towards achieving BERL's strategy. The plan will contain objectives that are consistent with the key functions and responsibilities and performance criteria in this job description. Development, supported by BERL, will be aligned to the key functions and responsibilities and performance criteria of this job description.