



Job Description

Job Title:	Senior Analyst
Division:	Any Treasury Portfolio
Reports to:	Unit Manager/Senior Manager
Location:	Wellington
Date:	April 2026

About Us

The Treasury – Te Tai Ōhanga

The Treasury - Te Tai Ōhanga plays a key role in New Zealand's public service as the Government's lead advisor on economic policy, macroeconomic and fiscal strategy, and steward of the public sector financial management system. Together with our central agency partners, we support Ministers to drive the performance of the public sector with the goal of enhancing living standards for all New Zealanders. We also have an important public stewardship role as a credible economic leader that encourages and contributes to constructive public discussion on key economic policy issues.

We support the Government by providing:

- evidence-based advice and analysis on removing barriers to growth, creating a thriving business environment, supporting better-performing infrastructure, and building economic resilience.
- the operations, frameworks, and advice that underpin stable macroeconomic policies, a sustainable and resilient fiscal strategy, and delivery of a budget that supports effective public services.
- advice and systems that support Crown expenditure and tax policies, underpin effective and efficient public services, and support higher living standards working alongside central agencies
- advice and systems that support the management of the Crown financial, commercial, and mixed-ownership assets.

About the Role

The Senior Analyst will develop and deliver high-quality economic, financial and commercial advice to influence government decisions that will improve living standards for all New Zealanders.

The Senior Analyst is also expected to routinely display both people and intellectual leadership.

Role Details

Key accountabilities

Develop and advise on Economic, Financial, Commercial and Regulatory Policy

- Develop practical policy advice using evidence from a range of sources (e.g. other staff, Government departments, Crown agencies and entities, committees)
- Identify problems and lead processes for resolving
- Lead and/or contribute to drafting advice, legislation, regulations and/or guidelines.
- Communicate broadly with a range of stakeholders, using a variety of approaches, to develop advice and to share completed advice
- Assess and report on the capability, finances and performance of public sector agencies
- QA regulatory impact assessments
- Contribute to developing strategic views on policy advice e.g. should NZ take a specific policy position?
- Complete rigorous peer review of advice to ensure quality, fit for purpose and persuasiveness
- Articulate Treasury's interests and position in a range of forums including meetings with Minister's, Select Committees, other Department executive meetings

Support to the Minister

- Lead and/or contribute to the writing of Treasury Reports, Ministerial briefings and speeches and Cabinet Papers as requested
- Provide input to responses to Ministerial correspondence, OIA requests, parliamentary questions and other ad hoc requests from Ministers.

Stakeholder management

- Initiate, build and maintain a broad range of relationships and networks, both within and outside the Treasury to influence, persuade and to understand other's perspective to enrich advice
- Coordinate activities within Treasury and between Treasury and other stakeholders
- Liaise with and report progress on policy and programmes to stakeholders to ensure the Treasury's and wider government's position is properly represented and stakeholders are well informed

Project Management

- Contribute to or project-manage larger projects

Work practice accountability

- Manage knowledge information appropriately so that it is easily available for other staff

Leadership

- Provide intellectual leadership by bringing new ideas into policy discussions and contributing to setting the agenda (i.e. what should Treasury be involved in?)
- Coach and guide other staff with less experience
- Assist the manager with work planning and prioritising
- Approve policy advice [where formally delegated to staff at the manager's discretion]
- Contribute to cross-Treasury projects

Key relationships

- **Internal:** Executive Leadership Team, Deputy Secretaries, Assistant Secretaries, Managers and Staff.
- **External:** Ministers and their offices, and Representatives from public service agencies.

Qualifications, skills and experience

- Graduate tertiary qualification as a minimum
- Extensive experience (i.e. at least 5 years) in developing and providing economic, financial, commercial or regulatory policy advice, including applying and adapting analytical frameworks and tools
- Strong written and verbal skills with the ability to communicate complex issues and concepts clearly, succinctly and with influence.
- Critical thinking and analytical ability
- Basic understanding of financial analysis e.g. understanding a balance sheet
- Extensive experience in and in-depth understanding of policy, including economic and analytical frameworks
- Knowledge of Public Sector Management
- Ability to build and maintain relationships and networks with diverse range of stakeholders on often complex and ambiguous issues.
- Personal integrity, sound judgement and an honest and ethical approach
- Experience working with complex, ambiguous and risky issues, and applying judgements to those issues
- Experience working with others to develop agreed solutions
- Track record of creating practical solutions to complex and ambiguous problems
- Experience in improving the quality of the work of a team or organisation
- Numerically literate and ability to link to policy analysis
- Strong learning agility
- Excellent organisational skills
- Ability to obtain an appropriate security clearance
- Understanding of the machinery of government (desirable but not essential)
- Passion and enthusiasm – the ability to take the initiative and make things happen
- A preference towards sharing thinking and encouraging innovation from others in their thinking
- Self-awareness and openness – the ability to listen, respect and take on board the perspectives of other people/disciplines; a degree of humility
- Demonstrated high levels of integrity

Additional Information

Requirements for the Role

- Must have the ability to meet the criteria required to obtain and maintain a New Zealand Government security clearance.

- Regular deployment across the Treasury, including rotation to similar-level roles in different Divisions as required, is expected to support development, cross-Treasury collaboration, business continuity and organisational resilience. Any such rotation will be managed in consultation with you (but will be decided by the Treasury).

Our Values

- **Making a Difference - Kia Pono** - Our place at the heart of New Zealand's economic and financial tides provides a unique perspective and opportunity to influence, lead and serve. We apply our experience, skills and judgement and, with integrity, create high- quality, sustainable solutions on the big issues for New Zealand.
- **Enhancing Mana - Kia Whakamana** - Our strength lies in the way we respect, empower, and connect with others. We are self-aware, open, and inclusive which ensures everyone can contribute and succeed. We inspire others with our enthusiasm and aspirations.
- **Achieving Together - Kia Hono** - Our success rests on the way we work and achieve results together, both with those inside and outside Te Tai Ōhanga. Curious, bold and resourceful, we build on the foresight, courage, and commitment of those who served before us.

The Role of the Public Service

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. To find out more: (<https://www.publicservice.govt.nz/about-us>).

Changes to Position Descriptions

Positions in the Treasury may change over time as the organisation evolves and priorities change. Responsibilities for this position may change and the Manager of this position may initiate such change as necessary.

About our Divisions

Budget and Fiscal Strategy Division

Delivers high-quality advice on macroeconomic management and fiscal choices, ensures delivery of a robust Budget process that evolves to ensure it remains fit for purpose in delivering high quality outcomes, and produces quality analysis on planning and executing a programme of capital investment and developing a strategy to manage the Crown's assets and liabilities, and stewardship on the infrastructure policy system.

Economic Strategy Division

Develops and coordinates comprehensive economic policies to support national growth and stability, including evidence-based analysis to support economic reform, system leadership to inform strategic decision-making across government, and policy-relevant research that informs the Government's economic strategy. The Division also leads international economic engagement, advances the Treasury's Te Ao Māori and Pacific capability, and provides analytics and insights to ensure advice is aligned with New Zealand's long-term challenges and integrated with fiscal policy.

Economic Performance Division

Provides evidence-based policy advice to enhance New Zealand's microeconomic settings and structural reforms, with the aim of boosting the country's economic growth. The Division works closely with other economic agencies and manages advice around key economic frameworks including taxation, natural resources, regional economic development, industry policy, and innovation.

Commercial Performance Division

Responsible for strategic oversight of the government's commercial entities, mixed-ownership entities, and Crown Financial Institutions. The Division delivers expert advice on managing the governance of entities and the framework that underpins these assets and options that optimise financial and non-financial performance. It leads the advisory process for the government's substantial commercial dealings, aligns the entities with broader government objectives and leads the Export Credit office.

Public Sector Performance Division

Focuses on enhancing the effectiveness of government agencies and the broader public sector. It is responsible for improving system performance through the stewardship of the public financial management system, providing strategic analysis on resource allocation across the public sector to inform medium-term planning, ensuring our advice on specific Public-Private Partnerships, and our housing and transport policy is driving performance in the system. Value analysis seeks to ensure value for money in public spending and our tools and frameworks support the review of functional areas of spending to improve value for money.

Strategy and Executive Services Division

Supports the Executive Leadership Team to shape the organisation's strategic direction, drive change, monitor its performance and support its governance. The Division fosters a culture of excellence and continuous improvement within the Treasury, supports the Minister and helps ensure alignment of our strategic objectives with the Government's priorities.