

Whakaaturanga Mahi – Job description

Job details	
Job title:	Project Manager (Fixed-Term)
Reports to:	Delivery Manager
Direct reports:	nil
Role:	1.0 FTE
Key relationships:	
<i>Internal:</i>	Innovation and Technology Delivery Managers Project governance Business managers IT team and business subject matter experts
<i>External:</i>	IT service vendors
Location:	Palmerston North

Ko wai mātou – Who we are

Our mission is to support disabled people and their whānau to live everyday lives in their communities. Enable New Zealand is the leading supplier of disability equipment, information, advice and modification services in Aotearoa. The team at Enable New Zealand are united behind a shared vision, to work towards a non-disabling Aotearoa where there are no barriers to living your best life.

We are the largest provider of disability and rehabilitation equipment in Aotearoa, issuing equipment on behalf of ACC and Disability Support Services (part of the Ministry of Social Development).

He aha ngā painga ki a mātou – What matters to us most

At Enable New Zealand, we care about making a difference to disabled people and working together as a team.

He aha te mahi – Role purpose

To provide management to Enable New Zealand's technology and business projects. Reporting to the Delivery Manager, the Project Manager's core role is to define, scope, manage and deliver project outcomes across the full project life cycle using agile project methodologies, processes and templates defined by the Enable New Zealand Agile Playbook.



Ngā mahi haepapa – Role responsibilities

Key objectives	Responsibilities
Planning and delivery of agile projects within budget, time, scope constraints to agreed levels of quality.	• Manage the pre-project stage, including definition of scope (project concept/brief), creation of proposed business processes, business requirements, and a solution concept. • Assists or initiates investigation of technical solutions for projects. • Define the procurement approach for technology solutions. • Liaises with our business and IT team and assists with the establishment of processes and procedures for the administration of any new or enhanced systems • Works with the Business Owner to develop project initiation materials for approvals and roadmap development. • Manage squad budgets. – project estimation, – management of allocated project budgets – Monthly forecasts and reconciliations • Support the squad and squad schedule of activities. • Delivery of status report and options papers as required. • Effective management of risks and dependencies. • Deliver the expected project outcomes. • Works with Delivery Managers to ensure documented Service Level Agreements have been negotiated with and signed by vendor and appropriate IT Management or their representative. • Adheres to all documented policies and procedures. • Ensure smooth transition of any new or updated technology services into business as usual (BAU) including the Organisational Change Management aspects to ensure a positive colleague (end user) experience. – Create a Transition Plan which outlines how the project will close and handover any activities not completed by the Project to BAU business units. – Maintains a strong focus on objectives and focuses others on targets and business objectives. – Finds ways to overcome barriers to outcomes. • Ensure all necessary sign offs are documented. • Maintain documentation and registers to a high standard. • Supports Agile ceremonies including Sprint planning, stand ups, Sprint reviews and Retros.

Key objectives	Responsibilities
Supports the squad and Business Owner	• Fosters an open, collaborative, and innovative team environment. • Holds self-accountable and holds people accountable for driving outcomes and resolving issues. • Accepts responsibility for achieving shared goals and encourages and supports colleagues to achieve goals. • Promotes cooperation and trust within the team. • Builds respect for diversity of thinking. • Works cooperatively with people across the entire business to achieve the best outcomes for the organisation as a whole. • Contributes to a working environment that encourages team members to be engaged with their roles, whilst delivering the maximum contribution to the company's objectives • Develops a network of colleagues and peers throughout the business and with the project/programme to assist in influencing the process of change. • Demonstrates a willingness to engage in a changing environment and being flexible and comfortable working with change. • Promotes and champions the approved concepts and projects. • Taking personal ownership of decisions, behaviour and development and being responsible for how these actions impact on the wider organisation, team and customers. • Demonstrates a customer-centred approach by ensuring work is completed on time and to a high standard.
Stakeholder Management	• Build effective working relationships with project stakeholders. • Align business and technology stakeholders around objectives, priorities and approach of assigned project. • A commitment to understanding the needs and best interests of both internal and external customers, in order to provide them with outstanding customer service and help them to make informed decisions. • Developing and maintaining positive, professional relationships that are built on mutual trust and respect. • Guide key stakeholders to enable informed decision making. • Set stakeholder expectations on lead times and dependencies. • Negotiate issues and conflicts as needed. • Communicates effectively with customers and stakeholders, providing a high level of customer service. • Develops and communicates to relevant audiences using advanced presentation skills.

Key objectives	Responsibilities
	Ensure vendor and Enable New Zealand responsibilities are clearly defined.
Apply Health and Safety knowledge and skills to all work practices to ensure compliance with the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation	- Drives compliance with all policies and procedures as they affect the work environment. - Ensure that safe working procedures are practised, and no person is endangered through action or inaction. - Aware of and can identify hazards and take action, accordingly, including preventing or minimising the adverse effects of hazards. - Ensure that all incidents, including near misses, are reported within the required timeframe using Enable New Zealand's incident reporting system. - Actively participate in Enable New Zealand's health and safety programmes, through input into meetings and feedback through committee structures.
Te Tiriti o Waitangi and Equity	- Apply knowledge of and commitment to the principles of Te Tiriti o Waitangi, specifically in the delivery of health and disability services in Aotearoa, to all work practices. - Consider and apply equity in all aspects of the role. - Attend appropriate Te Tiriti o Waitangi education.

Ngā āheitanga matua – Key Competencies

Competencies are the skills, knowledge, and attributes required to be fully competent in this position. There will be a programme available for appointees to meet competencies where a need for continued development is identified. For the purposes of selection, essential competencies have been identified, and decisions will be made based on the ability of applicants to meet these:

Qualifications and Experience

Essential

- At least 3 years' working in projects.
- Agile Foundation Certification or Prince2 Practitioner Certification or similar Agile certification
- Familiar with supporting Business-led, technology-enabled project delivery
- Experience of the full lifecycle management of complex integration, migration and technology decommissioning projects with a large organisational change management impact
- Excellent vendor and relationship management skills.

Desirable

- Knowledge of Microsoft Sharepoint and D365 systems including Financial Operations and related ISV solutions and D365 CRM
- Knowledge of Zoho Creator solutions or similar
- A Tertiary IT Qualification

- ITIL Service Management Foundation Certification
- Experience of procurement, processes, and contract reviews.

Skills and Attributes

- Willing to work in an Agile squad with a continuous improvement mindset
- Excellent interpersonal skills; communication, negotiation, time management and organisational
- Strong team player
- Manage stakeholders relationships and expectations
- Identify and manage business risks and issues
- Management of project budgets up to \$1 million
- Develop and present product descriptions or business cases to a variety of audiences
- Able to write clear, concise and persuasive proposals and reports
- Good proficiency with Microsoft Office applications suite and Microsoft DevOps
- Professional work ethic and appearance
- Excellent written and oral communication for both technical and operational audiences
- Have the ability to:
 - Identify and mitigate business risks
 - Work in a team environment and support business-led, technology-enabled processes
 - Accept full responsibility for a task, and see tasks through to completion
 - Plan and manage time
 - Be organised, schedule work and communicate in a timely manner
 - Work with honesty and integrity
 - Be reliable
 - Use initiative and be proactive
 - Have attention to detail
 - Develop solutions to problems or issues, escalating where appropriate.

Physical Attributes:

Under the Human Rights Act 1993 discrimination based on disability is unlawful. Enable New Zealand Limited will make all reasonable efforts to provide a safe and healthy workplace for all, including persons with disability.

Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, enquiry should be made whether it would be possible to accommodate a particular issue by obtaining advice from the People and Culture team.