

POSITION DESCRIPTION

DATA & ANALYTICS LEAD

Avanti Finance Group is a privately owned specialty lender operating across New Zealand, and Australia. We are on an ambitious growth mission to lead and inspire our industry through innovation, and the development of exceptional financial services products whilst fostering a motivated and engaged workplace culture that is centered around personal growth and high performance.

With 270+ staff across our four offices in New Zealand and Australia, we are motivated to become the best finance company boasting strong growth and returns, as well as the best customer, introducer and employee experiences.

Reporting to the General Manager, Strategic Delivery. We are seeking a hands-on, strategic, and technically capable Data & Analytics Lead to establish and grow our data function from the ground up. This is a unique opportunity for a data all-rounder who thrives in fast-paced, data-hungry environments and is ready to roll up their sleeves to build a high-impact data capability that will power decision-making across the business.

As we invest to strengthen our data capability, you will play a foundational role in shaping our data strategy, contribute to infrastructure, and culture. You'll be responsible for setting up the core data function—including governance, frameworks, and foundational tools together with IT- while simultaneously delivering value through reporting, automation, and self-service enablement.

In This Role, You Will Do-the-Doing With:

Establish the Data Function

- > Define and implement the data charter, governance model, and foundational practices.
- > Ensure development of data dictionaries, data registers, and metadata management tools.
- > Assess current data maturity and create a roadmap for iterative improvements to improve current state quickly.

Strategic Leadership

- > Define and lead the strategic direction for how data is collected, managed, and used across the business.
- > Collaborate closely with IT to ensure alignment on data architecture and infrastructure.
- > Identify opportunities to leverage AI and advanced analytics to enhance business performance.

Build Internal Capability

- > Support business users with data requests and reporting needs working with our developers while internal capability is being developed.
- > Champion data literacy and foster a data-driven culture.
- > Drive automation and self-service analytics across the business.

Data Governance & Compliance

- > Ensure data sharing practices are secure, compliant, and practical.
- > Support collaboration with internal and external partners while maintaining data integrity and privacy.

Always Ensure Integrity, Risk and Compliance

- > Apply a risk and compliance lens, ensure legal adherence, and manage all day-to-day risks through the appropriate channels.

- > Operate with integrity by upholding high standards in compliance and risk management through adherence to the three lines of defence model.

Living Our Values: Relentlessly Helpful, Do What's Right, People First

- > Bring your whole self every day, to proactively promote a wellness, inclusive, health and safety conscious culture at Avanti.

The Successful Candidate Will Have:

- > Proven experience in a data leadership or senior data role, ideally in a fast-paced or scaling business.
- > Strong technical skills across data engineering, analytics, and visualisation tools (e.g., SQL, Python, Power BI, etc.).
- > Demonstrated ability to build data infrastructure and governance from scratch.
- > Familiarity with modern data platforms experience with tools like Snowflake, Databricks, Azure etc.
- > Comfortable balancing strategic thinking with hands-on execution.
- > Strong stakeholder engagement and communication skills.
- > Passionate about enabling others through data and driving a culture of self-service and insight-led decision-making.
- > Clear and confident communicator, able to engage across technical and non-technical teams and bring others on the journey.
- > Accountable, self-directed, and responsive to stakeholder needs, while bringing others along with you.

Why Join Us

- > Be the architect of a greenfield data function with executive support.
- > Work in a business that values data as a strategic asset.
- > Opportunity to shape how data and AI are used to drive innovation and performance.
- > Collaborate with passionate, purpose-driven teams across the organisation.

Operational Detail

Location

Auckland

Department

Strategic Delivery

Reporting to

General Manager, Strategic Delivery

Direct Reports

No direct reports

Internal Relationships

All members of the wider Avanti Finance teams.

External Relationships

3rd party providers

THE FOCUS CAPABILITIES THIS ROLE WILL DISPLAY AND BE MEASURED BY ARE:

The focus capabilities for this role are the capabilities someone new to the role should immediately be able to demonstrate competency in. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and are reviewed annually as part of the Group's Capability Framework.

Embracing Change fosters agility and resilience. Our ability to anticipate, embrace and adapt to new opportunities, including technology and new ways of working enables us to succeed and grow sustainably in today's rapidly evolving landscape.

We demonstrate **Standards of Work** through being willing compliers of regulatory requirements and our ongoing commitment to prioritising quality work practices, we ensure our business is sustainable and our customers can trust us.

We **Use Our Initiative** by taking ownership of our work and willingly contribute ideas and new ways of thinking. We seize opportunities early, anticipate issues before they become problems and acts with a sense of urgency to achieve results.

Active Collaboration creates a supportive and productive environment. We work together by having a common goal, sharing knowledge, expertise, and resources. This is how we foster creativity, innovation, and success.

We **Provide Customer Solutions** through understanding customer needs, defining requirements and ensuring the right expertise is applied. We utilise our knowledge base of products and services and invite customers to explore options.

We take responsibility for our actions and decisions. **Being Accountable** allows us to work towards the same goals and objectives. It ensures that as individuals and as an organisation we hold ourselves to a high standard of conduct.

