

# POSITION DESCRIPTION

## SENIOR BUSINESS ANALYST

Avanti Finance Group is a privately owned non-bank lender operating across New Zealand, and Australia. We are on a 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.

This role reports to the Head of Technical Delivery and will work cross functionally to connect key stakeholders to write concise user stories and define requirements to inform agile delivery. This role will work within a shared resource pool to support strategic delivery, business transformation and project initiatives within an agile delivery environment.

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### TO BE SUCCESSFUL IN THIS ROLE, YOU WILL BE ABLE TO:

- ✗ Leverage strong financial services industry experience to get across Avanti functions, systems and processes quickly to ensure a deep understanding of the whole business.
- ✗ Quickly build a complete understanding of each project / initiative, the related business requirements and targeted business outcomes.
- ✗ Work cross functionally to connect key stakeholders to write concise user stories and communicate iterative requirements to inform agile delivery.
- ✗ Facilitate discovery sessions with SMEs to identify problem statements, and provide possible solutions, while using critical thinking ability to always look for alternative solutions to deliver required outcomes.
- ✗ Fully own the requirements gathering process, including making decisions on conflicting requirements and aligning stakeholders where required.
- ✗ Work within a shared resource pool and be highly adaptable to work on strategic delivery, business transformation and project initiatives within an agile delivery environment.

### IN THIS ROLE, YOU WILL:

*Do-the-Doing* ✗ Do-the-doing by connecting stakeholders to write concise user stories and define iterative requirements to inform the delivery effort.

- ✗ Keep the end user front of mind as you gather business requirements and consider solutions to achieve desired outcomes.
- ✗ Apply critical thinking and always be curious in continuing to explore alternative paths or solutions to make progress.
- ✗ Have a constant eye on how we can do things better through your curious mindset and be continually focused on iterative improvement.
- ✗ Ensure customer experience and outcomes are embedded in all you do.

*Always Ensure Integrity, Risk and Compliance* ✗ Apply a risk and compliance lens, ensure legal adherence, and manage all 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* ✗ Future proof solutions through fostering a culture of continuous improvement, innovation, and adaptability.

- ✗ Be a team player and able to follow your manager's reasonable instructions, performing additional duties as needed.
- ✗ Bring your whole self every day, to proactively promote a wellness, inclusive, health and safety conscious culture at Avanti.

## THE SUCCESSFUL CANDIDATE WILL HAVE:

- ✗ 5+ years Senior BA experience in agile delivery environments within the NZ Financial Services industry.
- ✗ Knowledge of Finance and IT applications, lending origination and management platforms, securitisation platforms, lending assessment and collection processes and the NZ legislative landscape would be advantageous.
- ✗ Ability to think strategically, embrace change and the opportunity change presents, with an adaptable mindset.
- ✗ Confidence to influence stakeholders and problem solve cross functionally.
- ✗ Experience in presenting recommendations and facilitating sessions with stakeholders to drive outcomes.
- ✗ Be masterful at multi-tasking and keeping pace a dynamic and fast paced environment.
- ✗ Excellent work ethic and self-motivated, with interests in ongoing personal development.
- ✗ Strong verbal, documentation and written communication skills.

## 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.

We believe that cultivating a positive mindset involves navigating life's challenges with grace and resilience. Cultivating a positive mindset not only contributes to personal growth and well-being but also improves business performance and customer satisfaction. Effective planning is critical for our success and that of our customers. We set clear goals and objectives; identify the resources we need and develop strategies to overcome potential obstacles. Our planning is at the forefront of being efficient and productive.

Effective stakeholder management is shown by understanding our stakeholder needs and priorities to help us coordinate and serve them effectively. As we work with our stakeholders we increase trust, improve our reputation and have better long-term outcomes for our business and theirs.

We believe that the skills needed in negotiating outcomes are about providing a platform to establish win-win outcomes for all clients and customers. Our approach to negotiating is to balance firmness with flexibility, using transparency and honesty, and establishing a clear understanding of all aspects of a situation.

We are adaptable and open-minded, enabling us to adjust to new scenarios, circumstances, and environments with a positive outlook. We can recognise and embrace change, adapting our behaviour and approach accordingly.

Asking questions means we use active listening, open-ended questioning, framing, reflecting, probing and empathy to ask the right questions at the right time. Our ability to understand the 'whole' picture of someone's narrative is a direct result of the questions we ask.

Problem solving means that we look at problems as opportunities and use all our knowledge and resources to resolve issues quickly and efficiently. We keep our customers and each other informed as we use our problem-solving skills to reach solutions.

We recognise that paying attention to detail achieves successful outcomes and ensures we meet our commitments to our business and customers. We bring together technology, process, and people to achieve results and accomplish tasks.



## OPERATIONAL DETAIL:

Location	Wynyard Quarter
Department	Strategic Delivery
Reporting to	Head of Technical Delivery
Direct reports	This role does not have direct reports
Internal relationships	All members of the Avanti Finance Group team
External relationships	Technology partners
Document review	Tracy Pennell, General Manager Strategic Delivery, Jan 2026

*I acknowledge that I've read and understand this position description:*