

Senior Emergency Systems and Innovation Lead

Reports to:	Monitoring and Response Capability Manager	Position Status:	Permanent
Unit:	Science Operations – Geological Systems	Location:	Avalon
Department:	Data Science and Geohazards Monitoring	Team:	Monitoring and Response
Direct Reports:	Nil	Budget & Delegated Authority:	Refer to Delegated Financial Authority Policy
Career Step:	Senior Specialist 1 / Band 8	Job Family:	Community Resilience, Policy, Planning & Advisory
Career Path:	Specialist	Date:	August 2026

Role Purpose

To provide thought leadership and strategic direction for the design, development and continuous improvement of incident management systems and associated digital products across Earth Sciences NZ used in response to emergencies that enhance national resilience.

This role combines deep expertise in emergency management frameworks with advanced technical business analysis and product ownership to deliver innovative, user-centred solutions leveraging emerging technologies. The position leads multi-disciplinary projects, influences national standards, and represents Earth Sciences NZ in sector-wide initiatives.

This role is suited to a senior professional with a background in emergency management and digital systems, combining strategic thinking with hands-on product and business analysis expertise.

Position Priorities and Responsibilities

Emergency Management Systems & Process Development

- Lead multi-disciplinary projects integrating science, technology and incident management.
- Develop and maintain a strategic roadmap for incident management systems, ensuring alignment with organisational objectives and national emergency management priorities.
- Lead the review, documentation and optimization of emergency response processes, procedures and systems, including analysing current state, identifying gaps and recommending evidence-based enhancements.
- Lead the design and implementation of user-friendly response information systems, and knowledge bases, aligned with technology principles. Conduct analysis of benefits, risks and trade-offs and provide clear, actionable recommendations to ensure effective, resilient and sustainable outcomes.

- Collaborate and represent Earth Sciences NZ across professional emergency management and information technology networks with internal and external stakeholders to ensure alignment with national emergency management and technological standards.

Technical Business Analysis

- Elicit, define, and document both user and technology-level business requirements for complex projects applying agile and iterative methodologies to manage requirements, scope, and change control.
- Champion user-centred design principles to ensure event response systems are intuitive, accessible, and meet the needs of diverse stakeholders, including scientists, event response partners and iwi/hapū.
- Act as a product owner for incident management systems, supporting testing and defect resolution, prioritising features and enhancements based on user needs, risk reduction, and strategic value.
- Coach and mentor other technical analysts and event response professionals, partner with internal delivery teams and lead collaborative initiatives with NEMA, CDEM Groups and other agencies.

Stakeholder Engagement & Relationship Management

- Engage with internal and external stakeholders to agree priorities, manage expectations, and ensure event response systems deliver measurable value to national resilience efforts.
- Build strong relationships with science, technical, and business teams to understand and translate needs into actionable objectives.
- Shape and influence emergency management systems strategy, standards and frameworks at the national level.
- Act as a liaison between event response teams and IT service providers (both internal and external).
- Facilitate communication and negotiation with senior stakeholders and external partners representing Earth Sciences NZ in relevant national emergency management working groups.

Continuous Improvement, Innovation and Assurance

- Lead nationally significant initiatives that shape the development, adoption and continuous improvement of incident management systems, standards and practices across Aotearoa New Zealand.
- Lead the identification and integration of emerging technologies - such as automation, AI-driven decision support, and cloud-based solutions - into emergency/incident management systems to enhance resilience, efficiency, and scalability.
- Anticipate nationally significant emerging hazards and technology trends to shape future event response strategies.
- Promote a culture of continuous improvement through lessons learned, debriefs, and system testing.
- Monitor and report on key performance indicators related to systems, processes, and stakeholder engagement. Contribute to sector-wide innovation through publishing guidance and presenting at national forums.

- Advocate for best practice in event response system design and delivery, influencing sector-wide standards and contributing to national forums.

Responsibilities of all Employees

- Comply with all Earth Sciences New Zealand policies, procedures and frameworks, and act in line with the organisational values.
- Contribute to our healthy and safe workplace by following HSW expectations outlined in and integrated into our operational practises and HSW frameworks, including undertaking HSW training and participating in health-monitoring programmes relevant to your work.
- Work effectively as a team member by fostering good relationships and supporting others, providing coverage of other functions as required and ensuring workloads are evenly spread.
- Have the flexibility to adapt and develop as the organisation and its environment evolves.

Key Working Relationships

Internal	External
• Monitoring and Response Capability Team • Data Science and Geohazards Monitoring • Science Systems Development Team • Data Science Platform Management Team • Natural Hazards Teams • Information Technology Teams • Relevant governance forums	• NEMA and CDEM Groups • Event response, partner agencies and universities • Technology vendors and service providers

Person Specification

Qualifications and Experience

Essential

- 5+ years in emergency management or related equivalent experience.
- Proven technical project delivery, business analysis, or systems development experience.
- Experience working with emergency response frameworks (eg. CIMS or similar).
- Technologically savvy with experience in Microsoft Suite, Confluence, JIRA, and cloud platforms (AWS, Azure).
- Proven track record in stakeholder engagement and cross-functional collaboration.

Desirable

- Relevant tertiary qualification in Emergency Management, Information Systems or related field.
- CIMS Level 4, Business Analyst certification, or Project Management qualification.
- Experience with geoscience data or hazard monitoring systems.

Skills, Knowledge and Attributes

Essential

- Strong analytical, problem solving and process improvement skills.
- Excellent communication, facilitation and documentation skills.
- Resilient, proactive, and adaptable in high-pressure and change environments.
- Ability to influence, lead, and operate effectively at a national and strategic level.