

Data and Analytics Manager

Success Profile

Your division	Finance, Infrastructure and Lotteries
Your team	Data and Analytics
You report to	Executive General Manager – Corporate Services

PURPOSE OF YOUR ROLE

The Data and Analytics Manager is a strategic leadership role accountable for defining and executing Endeavour Foundation's data and analytics vision. This role transforms data into actionable insights that drive informed decision-making, operational excellence, and strategic growth across the organisation.

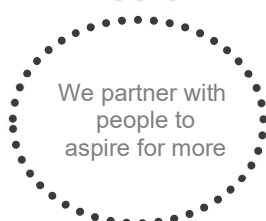
Leading a team of technical experts, you will establish enterprise-wide data governance frameworks, develop advanced analytics capabilities, and foster a data-driven culture that empowers stakeholders to leverage insights for measurable business outcomes.

ORGANISATIONAL PROFILE

PURPOSE



MISSION



VALUES



VALUES BASED LEADERSHIP



KEY SUCCESS AREAS

SAFETY	<ul style="list-style-type: none"> • Demonstrate safety leadership in every action and decision, recognising and promoting best practices. • Identify and manage organisational risks in accordance with Endeavour Foundation's risk framework. • Ensure appropriate governance frameworks and reporting mechanisms are in place for all associated risks.
STAKEHOLDER ENGAGEMENT	<ul style="list-style-type: none"> • Build and maintain strong partnerships with business stakeholders, understanding their needs and priorities. • Solicit regular feedback to continuously improve data and analytics frameworks, systems, and service delivery. • Communicate complex technical concepts effectively to both technical and non-technical audiences. • Navigate cross-functional collaboration and influence outcomes through effective stakeholder management.

OUR PEOPLE	<ul style="list-style-type: none"> • Build and lead a high-performing team of data professionals, fostering a culture of excellence and innovation. • Coach, mentor and develop team members, ensuring alignment with performance objectives and organisational values. • Develop organisational capability in data literacy, analytics, and data engineering across all levels. • Champion a data-driven culture through education, enablement, and demonstration of value.
OPERATIONAL EXCELLENCE	<p>Data Architecture & Platforms</p> <ul style="list-style-type: none"> • Collaborate with IT to design, develop and deploy enterprise data and analytics platforms that enable digital business transformation. • Oversee the development and maintenance of complex data models, data warehouses, and analytics infrastructure. • Establish delivery models, methods and practices for data products ensuring consistent application of solutions. • Identify and integrate new data sources (internal and external) to enable business value innovation and competitive advantage. <p>Governance & Data Quality</p> <ul style="list-style-type: none"> • Establish and maintain comprehensive data governance frameworks ensuring data quality, security, privacy, and ethical use. • Build trust in data assets through robust governance mechanisms for data, algorithms, and automated decision-making processes. • Ensure compliance with relevant regulations and industry standards for data management and privacy. • Implement effective measurement, monitoring and reporting frameworks aligned with organisational performance metrics. <p>Analytics & Insights</p> <ul style="list-style-type: none"> • Drive the development and delivery of advanced analytics, predictive models, and business intelligence solutions. • Translate complex data analyses into clear, actionable insights that inform strategic and tactical business decisions. • Lead the organisation's research and analytics capabilities, focusing on emerging analytical approaches and technologies. • Ensure organisational reporting aligns with mission and purpose through regular reviews and external benchmarking.
FINANCIAL SUSTAINABILITY	<ul style="list-style-type: none"> • Manage departmental budget effectively, ensuring optimal resource allocation and cost efficiency. • Identify and implement opportunities to increase operational efficiencies and reduce costs. • Support organisational financial sustainability through effective fiscal management and strategic investment decisions.

WHAT YOU NEED TO SUCCEED

CAPABILITIES	<ul style="list-style-type: none"> • Exceptional strategic thinking and commercial acumen, with ability to align data strategy with business objectives. • Outstanding leadership and people management skills, with proven ability to build, inspire, and develop teams. • Superior stakeholder engagement, negotiation, and influencing capabilities at all organisational levels.
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	<ul style="list-style-type: none"> • Strong project and program management capabilities, with track record of delivering results on time and within budget.
SKILLS & QUALIFICATIONS	<ul style="list-style-type: none"> • Tertiary qualifications in Analytics, Data Science, Computer Science, Information Systems, or related field. • Post-graduate qualifications or relevant certifications highly regarded. • Advanced proficiency in statistical analysis, predictive modelling, and machine learning techniques • Excellent communication skills with ability to translate complex technical concepts for diverse audiences
EXPERIENCE	<ul style="list-style-type: none"> • Minimum 10 years of progressive experience in data analytics, with at least 5 years in a senior leadership capacity. • Proven track record leading enterprise-wide data and analytics programs in complex, multidisciplinary environments. • Extensive experience designing and implementing data architectures, data models, and analytics platforms. • Demonstrated success building and leading high-performing technical teams. • Strong background in data governance, data quality management, and regulatory compliance. • Demonstrated experience leading teams through digital transformation initiatives. • Experience engaging with executive leadership and translating business needs into technical solutions. • Strong knowledge of data governance frameworks, data security, and privacy regulations. • Experience with cloud-based data platforms (e.g., AWS, Azure, Google Cloud) highly regarded.

