



New Zealand Intelligence Community

Te Rōpū Pārongo Tārehu o Aotearoa

nzic.govt.nz



Position Description

GCSB Research and Development Engineer

Business unit:	Research and Development Unit
Position purpose:	To develop technical solutions to support the Intelligence Directorate mission. This is a multi-level role and progression between levels is based on set criteria under a competency framework
Direct reports:	None
Financial delegation:	None
Directorate overview:	The Intelligence Directorate is responsible, within the provisions of the ISA, to access, exploit, analyse, report and share intelligence of value in accordance with New Zealand Government intelligence requirements
Business unit overview:	The Research and Development Unit is responsible for: <ul style="list-style-type: none">• Designing and developing solutions to support the Intelligence Directorate mission• Undertaking relevant research and producing technical reports

GCSB mission and values

Our mission

Protecting and Enhancing New Zealand's Security and Wellbeing

Our values

Respect, Commitment, Integrity, Courage

Functional relationships

External contacts:

- NZIC Counterparts
- Industry Vendors
- Partner Agencies

Internal contacts:

- R&D Unit Staff
 - R&D Unit customers and stakeholders
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Objectives

The position of Research and Development Engineer encompasses the following major functions or objectives:

- Developing and maintaining capability
- Undertaking relevant research
- Assisting other GCSB units as required

The requirements in the above objectives are broadly identified below:

Jobholder is accountable for:

Developing and maintaining capability

- Developing and maintaining software
- Implementing software engineering tools to manage build, development and test systems

Undertaking relevant research

- Researching a variety of technologies, tools and techniques to support the intelligence mission.

Jobholder is successful when:

- Capability is focussed on meeting and maintaining the business requirements of the Research and Development Unit.
 - Software repositories and build systems are functional
 - Research into technologies, tools and techniques is of a high standard
 - Results of research leads to development of new or improved capability.
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Assisting other GCSB units as required

- Using subject matter expertise to support other GCSB units.

- Expertise provides unique contributions to other units.

Precise performance measures for this position will be developed in discussion between the jobholder and manager as part of the performance development and review process. It is also expected that you will undertake other duties that can reasonably be regarded as relevant to the position, your experience and capability.

Person specification

This section is designed to capture the expertise required for the role at the 100% fully effective level. (This does not necessarily reflect what expertise the current jobholder has.) This may be a combination of knowledge, experience, key skills, attributes, job specific competencies, qualifications or equivalent level of learning.

Qualifications

Essential:	Desirable:
<ul style="list-style-type: none">■ A tertiary qualification in Computer Science, Engineering, Telecommunications, Information Science, or related field■ Or, demonstrated relevant experience	<ul style="list-style-type: none">■ A post-graduate degree in Computer Science, Engineering, Telecommunications, Information Science or related field■ Relevant Industry qualifications

Knowledge/experience

Essential:	Desirable:
<ul style="list-style-type: none">■ This is a multi-level position – Level 1 -3■ For level 1, demonstrable programming experience■ Typically, 3-5 years relevant software engineering experience is required to achieve at fully effective level 2 within this role■ Typically, 5-10 years software engineering experience is required to achieve at fully effective level 3 within this role	<ul style="list-style-type: none">■ External experience in a software-based research role■ Demonstrable experience in C/C++ and/or Python programming

Personal attributes

- Be self-motivated, innovative, and able to work with minimal supervision
 - Be capable of accurately identifying, analysing, and solving difficult technical problems
 - Demonstrate the willingness to learn new knowledge and skills in a highly technical environment
 - Be capable of effective oral and written communications skills
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Core competencies

Core competencies are based on and consistent with our values. They describe qualities that are common requirements for all GCSB staff at differing levels in the organisation, irrespective of their specialist skills or the particular requirements of their job. They are complemented by specialist competencies, which (where applicable) are set out in individual performance agreements.

All employees are measured against the following core competencies as part of performance development and review:

- Security
- Teamwork and leadership
- Results focus
- Communication and knowledge sharing
- Professionalism
- Innovation
- Customer focus

Changes to position description

Positions in the GCSB may change over time as the organisation develops. Therefore we are committed to maintaining a flexible organisation structure that best enables us to meet changing market and customer needs. Responsibilities for this position may change over time as the job evolves. Such change may be initiated as necessary by the manager of this position. This position description may be reviewed as part of planning for the annual performance cycle.

Health and safety

GCSB is committed to providing a healthy and safe work environment and management practices for all employees. Employees are expected to share this commitment as outlined in the Health and Safety in Employment Act by taking all practicable steps to ensure:

- a. The employee's safety while at work; and
- b. That no action or inaction of the employee while at work causes harm to any other person

Knowledge management

Employees are responsible for ensuring that all business records created are accessible and stored in the correct manner according to GCSB record keeping policy, standards, and procedures.

Employee: _____

Date: _____

Manager: _____

Date: _____
