



POSITION DESCRIPTION

Research and Development Engineer

Unit/Branch, Directorate: Research and Development Unit, Intelligence Directorate

Location: Wellington

Direct reports: None

Salary range: Level 1, \$68,724 - \$103,086
Level 2, \$79,797 - \$119,695
Level 3, \$93,497 - \$140,245

Purpose of position: 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

Our mission at the GCSB is to protect and enhance New Zealand's security and wellbeing.

Our values are Respect, Commitment, Integrity and Courage

Intelligence Directorate purpose: The core activities of the Intelligence Directorate are the planning and conduct of GCSB intelligence collection, processing, production, and distribution in accordance with agreed Government policy and requirements, and the overall coordination of New Zealand operational intelligence assets to meet national requirements.

The Directorate is also responsible for providing support to military operations, support to other agencies under section 13 of the Intelligence and Security Act and the operation of a 24x7 intelligence watch and warn service for the NZ Government.



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Key accountabilities	Deliverables/Outcomes
Developing and maintaining capability <ul style="list-style-type: none"> Developing and maintaining software Implementing software engineering tools to manage build, development and test systems 	<ul style="list-style-type: none"> Capability is focussed on meeting and maintaining the business requirements of the Research and Development Unit Software repositories and build systems are functional
Undertaking relevant research <ul style="list-style-type: none"> Researching a variety of technologies, tools and techniques to support the intelligence mission 	<ul style="list-style-type: none"> Research into technologies, tools and techniques is of a high standard Results of research leads to development of new or improved capability.
Assisting other GCSB units as required <ul style="list-style-type: none"> Using subject matter expertise to support other GCSB units 	<ul style="list-style-type: none"> Expertise provides unique contributions to other units
Health and safety (for self) <ul style="list-style-type: none"> Work safely and take responsibility for keeping self and colleagues free from harm Report all incidents and hazards promptly Know what to do in the event of an emergency Cooperate in implementing return to work plans Be a visible role model at all times Follow GCSB's safety rules and procedures 	<ul style="list-style-type: none"> A safe and healthy workplace for all people using our sites as a place of work All requirements in the NZIC Health and Safety policy and procedures are met
Other duties	Any other duties that fall within the scope of the position

Position delegation	
Financial delegation:	None

Key stakeholders	
Internal:	<ul style="list-style-type: none"> Research and Development Unit Staff Research and Development Unit customers and stakeholders
External:	<ul style="list-style-type: none"> NZIC Counterparts Industry Vendors Partner Agencies

Person Specification	
Experience:	<ul style="list-style-type: none"> This is a multi-level position – Level 1 -3

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	<ul style="list-style-type: none">• For Level 1, demonstrable programming experience• For Level 2, same as Level 1 plus a minimum of five years' experience is required to achieve a fully effective level within this role. This includes at least two years external experience in a software development role or combination of software development and IT security.• For Level 3, same as Level 1 plus a minimum of ten years' experience is required to achieve a fully effective level within this role. This includes at least two years external experience in a software development role or combination of software development and IT security
Knowledge and Skills:	<ul style="list-style-type: none">• Proven expertise in programming, especially C or C++• Be self-motivated, innovative, and be able to work with minimal supervision• Demonstrate the discretion required when working in a sensitive and compartmented environment• Be capable of accurately identifying, analysing, and solving difficult technical problems• Be capable of effective oral and written communication• Demonstrate the willingness to learn new knowledge and skills in a highly technical environment
Qualifications and Courses:	<ul style="list-style-type: none">• Tertiary qualifications in Computer Science, Engineering, Telecommunications, or Information Science, or demonstrable relevant experience• A Masters or PhD concentrating on an aspect of high-end computer science is desirable• Professional IT qualifications such as Microsoft MCSE, Cisco CCNA, or IT security are desirable
Specific Job Requirements:	<ul style="list-style-type: none">• Ability to obtain and maintain a TSS security clearance.

NZIC Competencies

In addition to the Person Specification above, competency standards which outline the development requirements of the position are set out under the NZ Intelligence Community (NZIC) Career Pathways framework. The Career Pathways framework enables progression within the job.

Full descriptions of progression competencies and an overview of the NZIC Career Pathways framework is available on appointment.

The position is aligned to the Information Engineering competency framework.

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. This Position Description may be reviewed as part of planning for the annual performance cycle.

Date PD reviewed: 19/10/2018

Signatures		
Manager's Name		
Signature		Date:
Employee's Name		
Signature		Date: