

Position description:

Commercial & Performance Analyst

Reporting to:

Commercial & Planning Lead

Date:

May 2026

Location:

Christchurch or Wellington

The role

Provide clear financial and performance insight that supports informed decision-making, strengthens financial discipline across ICT, and contributes to effective planning, investment, and value delivery. This role supports the Commercial & planning Lead and builds capability across commercial, planning and performance disciplines.

Position accountabilities

- Drive disciplined ICT financial management, contributing to budgeting and forecasting across Opex and Capex to support effective planning and investment decisions.
- Provide structured analysis and insight into financial and performance results, helping leadership understand trade-offs, trends, and drivers of performance, and supporting informed decision-making.
- Support the development and maintenance of ICT performance and value frameworks, contributing to consistent measurement of financial and non-financial outcomes, with a focus on value optimisation and continuous improvement.
- Build and maintain a coherent and trusted ICT performance view across domains (e.g. Delivery, Operations), supporting the integration of data, reporting, and performance processes.
- Enable strong financial control, compliance, and transparency, assisting with audit requirements and contributing to confidence in ICT financial management practices.
- Support the Commercial & Planning Lead in coordinating planning, performance, and commercial activities across ICT, contributing to a consistent and integrated view of investment and outcomes.
- Contribute to planning cycles (strategic, business, and incremental) by preparing financial inputs, analysis, and supporting artefacts that align investment with organisational priorities.
- Maintain and improve financial models, datasets, and reporting outputs, ensuring accuracy, consistency, and timeliness of insight.
- Work closely with ICT leaders, the wider finance team and delivery teams to provide practical commercial support, building understanding of how financial decisions translate into delivery outcomes.
- Contribute to continuous improvement of planning and performance processes, operating effectively within evolving frameworks and ways of working.



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Knowledge, experience and skills

- Strong attention to detail, with a disciplined approach to financial management, data integrity, and accuracy.
- Solid grounding in financial management, budgeting, and forecasting, ideally supported by a degree in accounting, finance, or equivalent experience (CA/CPA beneficial but not essential).
- Demonstrated capability in analysing financial and performance data, with the ability to draw clear, structured insights and communicate them effectively to stakeholders.
- Applied understanding of performance frameworks and value measurement approaches, while building capability in value optimisation and benefit realisation
- Strong interpersonal and communication skills, with the ability to build effective working relationships across a wide range of stakeholders, including finance, ICT, and delivery teams.
- Understanding of how investment decisions translate into operational and business outcomes, with curiosity to understand the broader context beyond the numbers.
- Willingness and ability to learn and develop, particularly across commercial, planning, and performance domains.
- Comfort working in a fast-paced and evolving environment, with the ability to adapt to changing priorities, processes, and ways of working.
- Experience (or exposure) to supporting planning cycles or governance processes is advantageous, though not essential.

Our purpose

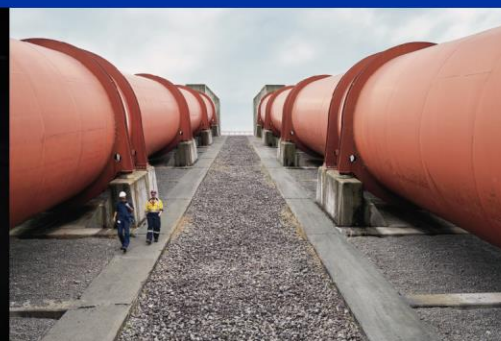
Clean energy for a fairer and healthier world.

What we value

Customers, Safety, Sustainability, People.

Our behaviours: 'How to Be'

Be gutsy, Be a good human, Be in the waka.



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