Full Stack Lead
Digital & Data

Role snapshot

Reports To Head of Technology Engineering	People leader Yes	Direct reports 6
Role Band 7	Business Unit Technology	Department Technology Engineering
Location Auckland	Delegated authority – OPEX To be confirmed	Delegated authority – CAPEX To be confirmed

Purpose

Lead Vector's full stack engineering capability and the delivery, operation and continual improvement of secure, reliable and maintainable digital products and applications. Convert product, architecture and engineering standards into high-quality front-end, back-end and integration outcomes that are scalable, supportable and aligned to business needs.

Skills	Capabilities	Experience
Qualifications	Relevant tertiary qualification or equivalent experience	
Experience	Ability to lead full stack engineering teams and partners responsible for front-end, back-end, API, integration and application delivery services	Significant experience delivering and operating business-critical digital products, applications and full stack engineering services
Skills & Competencies	Strong engineering leadership, stakeholder management, service ownership, quality and risk management capability	Strong front-end, back-end, API, integration, cloud, security, testing, observability and operational support knowledge

Key accountabilities & outcomes

- Reliable, secure and supportable digital products and applications.
- Reusable engineering patterns and components that reduce duplication and improve delivery consistency.
- Automated testing, quality engineering and predictable application delivery.
- Clear operational ownership and reduced technical debt.

Full Stack Engineering Leadership

- Lead Full Stack Developers and Technical Leads, setting direction, priorities and expectations.

- Deliver and operate front-end, back-end, API, integration and application services.
- Apply approved engineering standards and designs with Product, Architecture, Platform and Cyber.
- Coordinate dependencies across products, applications, platforms, vendors, Cyber, Data and integration services.

- **Engineering Quality, Risk and Continuous Improvement**
- Own quality controls covering front-end, back-end, APIs, integrations, testing, deployment, observability and supportability.
- Ensure applications and services are secure, resilient, reusable, documented and aligned with approved architecture.
- Monitor reliability, application availability, deployment success, defects, code quality, performance and technical debt.
- Lead root-cause analysis and corrective action for failures and recurring defects.
- Embed automated testing, monitoring and quality evidence in delivery workflows.

People and Partner Leadership

- Build team capability, succession and engineering excellence.
- Use specialist partners effectively while retaining internal accountability for quality and risk.

Measures of success

- Application, product and API reliability.
- Deployment-failure, defect, performance and recurring-incident trends.
- Reduction in production defects, technical debt and rework.
- Reuse of approved engineering patterns and completion of corrective actions.

Key relationships

- Head of Technology Engineering
- Product, Architecture and Engineering Practice leads
- Application Leads, service owners and product stakeholders
- Platform & Architecture
- Cyber, Data, Integration, Platform Delivery and partners

Leadership expectations

- Set clear outcomes, standards and decision rights, and hold teams and partners accountable.
- Build capability, succession and a culture of learning, ownership and constructive challenge.
- Balance customer outcomes, quality, risk, cost and long-term sustainability.
- Use evidence to communicate choices, performance and required corrective action.

Living our behaviours

Change Makers | Customer. Customer. Customer. | Walk in Others' Shoes | We, Not Me | Consider It. Done.

Health, safety and wellbeing

Everyone has a personal and company-wide responsibility for health, safety and wellbeing, including compliance with relevant standards, policies and procedures and prompt escalation of hazards, near misses, injuries and incidents. During emergency or business-critical events, the role may be required to support response activities outside normal responsibilities or standard hours, with appropriate support and guidance.

Emergency & critical event support

Due to the nature of Vector's business and its critical role within the community, there may be emergencies and/or business and community critical events (such as power outages through storms or natural disaster events). This may require you to be available to perform duties outside of your normal day-to-day responsibilities and become part of a companywide response team. The employee and the manager will discuss these requirements, recognise the employee's personal circumstances and agreeing to the working hours.

During these events, Vector will continue to provide the necessary support and systems to operate in the safest and healthiest way possible. Vector empowers its managers and individual employees to monitor their health more closely, notice changes in themselves and others, and encourages open communication to seek any required support.