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**From:** JTACchange  
**Sent:** Thursday, 14 August 2025 2:36 pm

## Privacy of natural persons

**Subject:** JTA Change Update: Revised Proposal for Part of the Team Structure [IN-CONFIDENCE: RELEASE-EXTERNAL]  
**Attachments:** Final Change Proposal Joint Targeting and Analytics 30 June 2025.pdf

Kia ora koutou,

Thank you for your feedback during the initial consultation process, and for your patience as we carefully considered all input received. Based on your insights, we are now proposing an alternative structure for part of the Joint Targeting and Analytics (JTA) team.

### Updated Proposal: Key Changes for Joint Targeting and Analytics (JTA)

- **Splitting the Manager Risk Targeting Analysis role into two positions**  
This change addresses concerns about the original role's scope and span of control, enabling stronger stakeholder engagement and leadership across domains.
- **Replacing Team Leader roles with Principal Risk Targeting Analyst positions**  
This adjustment removes a layer of management and adds technical capacity, responding to feedback around role compression and the need to better recognise leadership responsibilities.
- **Including two Senior Business Analyst roles in the EOI process**  
Previously proposed for direct reassignment, these roles will now be included in the Expression of Interest process to ensure fairness and access to new opportunities. This is not a structural change, but a change in process.
- **Changes within the Risk Rules team**  
The proposed title "Manager Deployment" will be updated to Manager Risk Rules. Additionally, one of the proposed Senior Risk Targeting Analyst roles will be reclassified as a Risk Targeting Analyst to support career progression.
- **Disestablishing two vacant roles**  
One Business Analyst and one Business Rules Author role will be disestablished to support the proposed structure and manage costs.

### Reconsultation Details

- **Duration:** One week from today
- **Feedback sought from:** Newly affected individuals (i.e. teams reporting to the Manager Risk Targeting roles)

- **Submission:** Please send feedback to [JTACChange@mbie.govt.nz](mailto:JTACChange@mbie.govt.nz)

### Updated Indicative Timeline

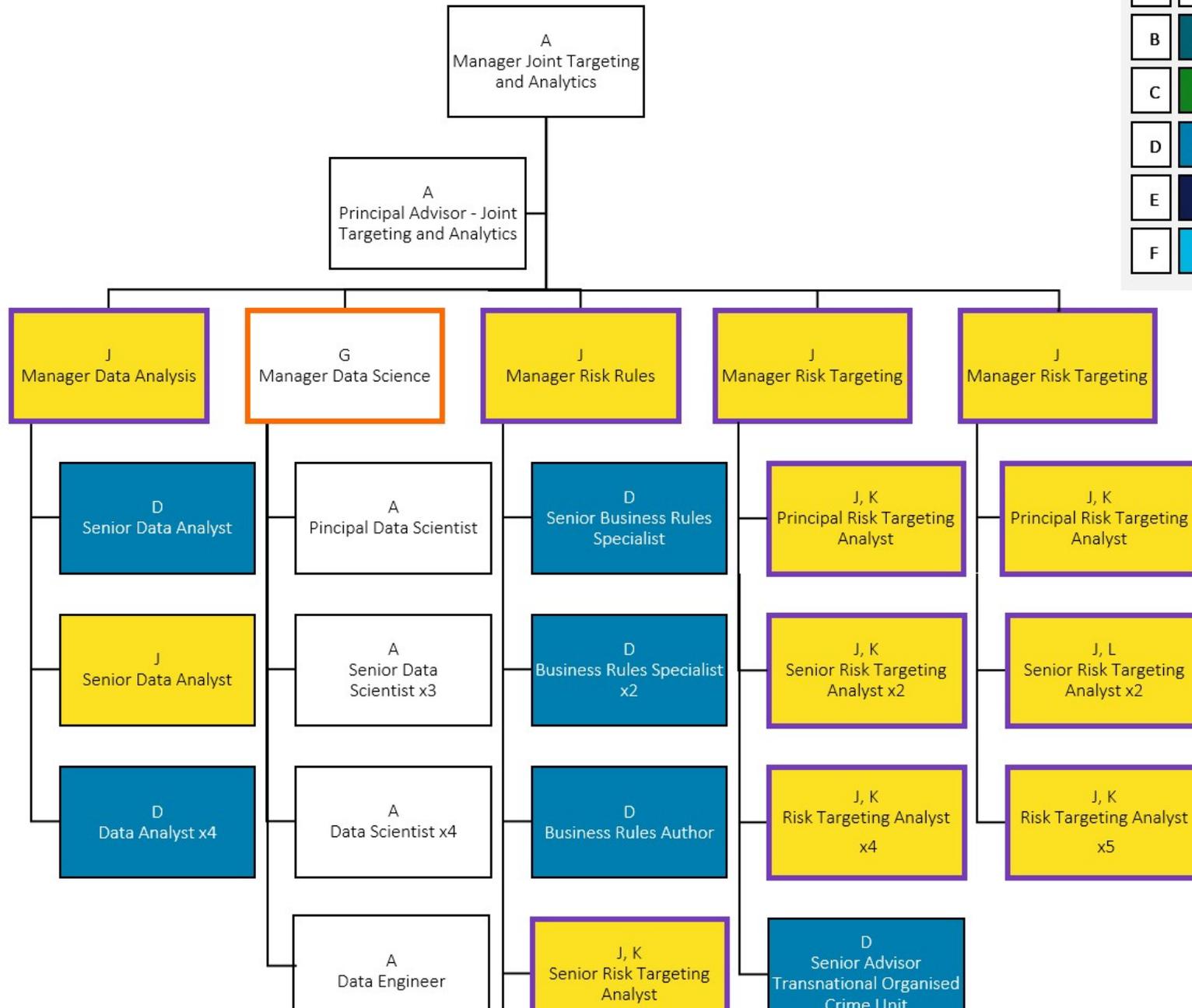
Activity	Indicative Timeframe
Reconsultation opens	14 August 2025
Reconsultation closes	21 August 2025
Feedback reviewed and considered	25 August – 5 September 2025
Final decision	Week of 8 September 2025
EOI and selection period	Following final decision
Go-live of new structure	1 October 2025

*More information about the EOI process will be shared alongside the final decision announcement.*

### Indicative Position Sizing (based on proposed structure)

Proposed Position	Indicative Sizing
Manager Risk Targeting Analysis	V
Principal Risk Targeting Analyst	V
Senior Risk Targeting Analyst	R
Risk Targeting Analyst	N

# UPDATED Proposed organisational chart – Joint Targeting and Analytics



KEY	
A	No change
B	Disestablished position
C	Reduced number of positions
D	Reporting line change
E	Minor scope change
F	Minor scope and reporting line change

If you have any questions, concerns, or would like further clarity, please feel free to reach out to your People Leader, Privacy of Natural Persons (Manager, Joint Targeting and Analytics), Privacy of Natural Persons (National Manager, Risk and Verification), or your union representative (all of whom have been briefed on the proposed alternative structure).

A reminder that support options are available to you, as outlined in the initial proposal document (attached for your reference). If you require support beyond what is currently offered, please let us know what that might look like so we can consider how best to assist.

Ngā mihi,  
**Change Team**