



TaurangaCity

Job description

Title	AI Lead Engineer
Number	
Group	Chief Operating & Financial Office
Division	Digital Services
Reports to	Enterprise Security and AI Lead
Direct reports	Nil
Date	29/5/26

Job holder commitment

The job holder accepts as a fundamental requirement of their employment that they must demonstrate a personal commitment to:-

- modelling organisational values at all times
- a safe and healthy work environment
- assisting Council to fulfil its Civil Defence responsibilities

At TCC we uphold the principles of Te Tiriti o Waitangi by engaging in an effective and meaningful partnership with tangata whenua. We are committed to developing our knowledge and understanding of te reo Māori, tikanga Māori, Mātauranga Māori and our partnership with tangata whenua.

Job purpose

The primary purpose of this role is to design, develop and deliver complex AI-enabled applications, integrations, agents and automated workflows using modern full-stack, cloud and secure development practices.

Key outcomes

Solution Design & Architecture	• AI and automation solutions are well-designed, scalable, and aligned with Council's architectural standards. • Solution patterns, APIs, data models, and technical approaches are defined and documented to support consistent, high-quality delivery. • Reusable components, integration patterns and technical standards are developed to support consistent, scalable and supportable AI delivery across Council.
Full-Stack Development	• End-to-end solutions are designed and built across front-end, back-end, APIs, and data layers. • Development spans low-code platforms through to custom code, web applications, and cloud services. • Source control and AI-assisted development tools are leveraged to accelerate delivery.
AI Agents, Flows & Automation	• Intelligent AI agents, automated workflows, and AI-driven business processes are designed, built, and deployed. • Solutions deliver end-to-end intelligent automation across Council services and developed in line with responsible AI principles and Council's governance requirements. • Emerging technologies, tools, and development practices are evaluated and adopted where they add value. • Proof of concepts and prototypes are used to test new approaches and inform solution design.
Quality & DevOps	• Solutions are developed to a high standard with appropriate testing, version control, code reviews, and deployment practices. • Repositories are well-maintained with clear branching strategies, documentation, and release management. Security best practices are applied across all solutions including secure coding, API security, and data protection. • Production solutions are monitored after release to support reliability, performance, security, usage, output quality and continuous improvement. • AI-enabled solutions are evaluated for output quality, grounding, accuracy, access control, safety, reliability and suitability for business use.

Collaboration & Technical Leadership	• Technical guidance and support are provided to the wider team on complex solution design and development. • Knowledge is shared through code reviews, documentation, and technical mentoring to build capability across the team.
Data & Integration	• Data sources, APIs, and system integrations are designed and built to support AI and automation solutions. • Data quality, transformation, and connectivity across Council systems are maintained to enable reliable and intelligent services.
We uphold the principles of Te Tiriti o Waitangi by engaging in an effective and meaningful partnership with tangata whenua	• All actions and activities are conducted in a manner that upholds the principles of Te Tiriti o Waitangi • You are committed to developing your knowledge and understanding of te reo Māori, tikanga Māori, Mātauranga Māori and our partnership with tangata whenua

The job description is not an exhaustive list of requirements, the job holder will be required to perform tasks assigned to them that are not explicitly described in this document.

Person specifications

Essential
• Relevant tertiary qualification in Computer Science, Software Engineering, or a related field, or equivalent demonstrated experience • Proven experience in full-stack software development across front-end, back-end, APIs, and cloud services • Experience designing and building AI agents, automated workflows, and intelligent business process solutions • Strong working knowledge of source control, CI/CD pipelines, and modern DevOps practices • Experience working with cloud platforms, particularly Microsoft Azure and AI services • Understanding of information security principles, API security, and secure development practices • Ability to work collaboratively across technical and non-technical teams, and mentor others in development practices • Microsoft or equivalent AI/cloud/development certifications are advantageous

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WHANAKE TE TAI

Here to make Tauranga better



WHANAKE TE TAI

Our values

Pono / Integrity

We do what we say we will do

Manaakitanga / Respect

We listen to all views and show we care

Whāia te tika / Service

We do the right thing for our community
and each other

Whanaungatanga / Collaboration

We work together and create connections