**Kaitohu**

**Advisor Māori Growth**

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|  | **Te Puni:** |  Mahi Haumi - Investment  |
| **Reports to:** |  Tumu Whakahaere - Māori Growth Lead  |
| **Location:** |  Tari Matua, Te Whanganui a Tara - National Office, Wellington |
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**ORGANISATIONAL STATEMENT**

Te Puni Kōkiri’s core purpose is ensuring that iwi, hapū and whānau Māori succeed as Māori.  Our role is to support Government to strengthen Treaty of Waitangi partnerships and facilitate iwi, hapū and whānau Māori to succeed at home and globally through:

* **Ārahitanga:** Provision of strategic leadership and guidance to Ministers and the state sector on the Crown’s on-going and evolving partnerships and relationships with iwi, hapū and whānau Māori
* **Whakamaherehere:** Provision of advice to Ministers and agencies on achieving better results for whānau Māori
* **Auahatanga:** Development and implementation of innovative trials and investments to test policy and programme models that promote better results for whānau Māori
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Our work is focused around four inter-related outcomes

* Whakapapa/Identify – Māori language, culture and values hold a central place in Aotearoa New Zealand
* Oranga/Wellbeing – Opportunities and outcomes that reflect and support the aspirations of whānau
* Whairawa/Prosperity – A thriving Māori economy supported by high performing people, assets and enterprise
* Whānaungatanga/Relationships – Genuine, enduring and productive relationships between Crown and Māori

For further information about Te Puni Kōkiri please visit our website: [www.tpk.govt.nz](http://www.tpk.govt.nz/)

**O TĀTOU WHAIPAINGA – OUR VALUES**

**Te Wero** – *We pursue excellence*.

We strive for excellence and we get results. We act with courage when required, take calculated risks and are results focused.

**Manaakitanga** - *We value people and relationships*.

We act with integrity and treat others with respect. We are caring, humble and tolerant. We are co-operative and inclusive.

**He Toa Takitini** – *We work collectively.*

We lead by example, work as a team and maximise collective strengths to achieve our goals.

**Ture Tangata** – *We are creative and innovative.*

We test ideas and generate new knowledge. We learn from others and confidently apply new knowledge to get results.

**TE PUNI Statement**

The Purpose of the Investment Te Puni:

Te Puni Kōkiri investment opportunities have grown and may continue to grow in the future. Due to the growth in the portfolio of innovative, targeted investment initiatives, an Investment Te Puni has been established to ensure that Te Puni Kōkiri is strategic, agile and works to ensure that we are active in making things happen, accountable and can articulate what the results are for those investment decisions.

Te Puni Kōkiri oversees just over $200 million in initiatives fostered to support Māori development outcomes. Some of these funds are administered by Crown Entities, Statutory Entities, other organisations and Te Puni Kōkiri. This Te Puni requires a range of strategic and technical skills and capability to ensure it can deliver outcomes, outputs and results.

#### *Working in a networked and agile model*

We are committed to operating a networked, agile model to manage our investments. This means working across the boundaries of teams and Te Puni.

This will be particularly the case for the Investment Te Puni where the functional specialist teams of Investment Planning and Performance and Operational Policy and Design will be working across to support the subject matter teams. At any time, they may be supporting any one of the three Investment Leads, while still reporting to their ‘home’ manager who is responsible for ‘pay and rations’, functional advice and support and professional development.

To be successful the Investment Te Puni management team will work together to set priorities and allocating resources.

***Specific expectations*** will be agreed through the development of performance and development plans.

Job Description Approved

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Susan Shipley

Manahautū Tuarua a Te Puni Mahi Haumi Whakamahi

**PURPOSE**

The role of the Advisor, Māori Growth is to support the delivery of the team’s work programme of investment funds that include Māori Housing, Whenua Māori, Māori Potential, Cadetships, Māori Business Facilitation Service investments, Moving the Māori Nation and Suicide Prevention. They will also support the development of relationships as required.

The Advisor, Māori Growth will work collaboratively and flexibly as the work arises.

**DIMENSIONS**

**Range of Influence**

The Advisor undertakes day to day tasks as part of the team. They will also work with staff across Te Puni Kōkiri involved in portfolios of investment funds, contracting, legal and research, monitoring and evaluation.

**Leadership**

The Advisor will work proactively with others to achieve results.

**Financial**

nA

**Health and Safety**

Understand, promote and demonstrate a commitment to sound health and safety practices by applying Te Puni Kōkiri Health and Safety Policies and Procedures.

**SPECIFIC ACCOUNTABILITIES & DELIVERABLES**

* Contributing to Māori Growth support activities including the development and maintenance of reporting and procedure manuals;
* Contributing to the defining and implementation of the Māori Growth relationship management framework;
* Contributing to reporting as required at national level and ensuring that this is anchored by best practice Māori Growth management programmes and systems;
* Working collaboratively with the regionally based staff and other head office staff to ensure success in their specialist field of work;
* Participating in skills and knowledge, development opportunities to achieve Māori Growth programme planning, monitoring and issue mitigation
* Administering information management system activities internally within head office, across the regions, ensuring that feedback is relayed across the Regional Partnerships network;
* Gathering information to ensure that national Māori Growth themes or a national perspective is presented relating to regional activity and issues
* Working within and across the organisation, connecting Investment, Regional Partnerships, Policy Partnerships, Strategy and Organisational Performance and Organisational Support Ngā Puni by working

collaboratively to ensure continuity of information flow, sharing of knowledge and information, and to contribute to each ngā puni success in their specialist field of work.

* Undertake the drafting and compilation of official correspondence to ensure that all releases are timely and meet Te Puni Kōkiri official correspondence standards

**KNOWLEDGE, SKILLS AND EXPERIENCE**

* Experience in working with whānau, hapū, iwi, Māori organisation’s and Māori communities
* Comfort in working in a tikanga / kaupapa Māori environment, a degree of fluency in Te reo Māori is of benefit.
* Proven effective use of project management disciplines to support work

* Understanding of the government and the public service and public sector processes - understanding the rationale and mechanisms of government intervention i.e. reasons for government intervention, the available intervention mechanisms and alternatives to government interventions
* Understanding of the relevance of the Treaty of Waitangi to the work being undertaken
* Excellent communication skills
* Ability to identify, build and actively manage significant relationships, valuing diverse perspectives and experiences
* Capable at identifying risks
* Demonstrated capability in providing high quality advice and recommendations

**COMPETENCIES**

Our competency frame work incorporates core abilities that are relevant across the organisation and technical abilities specific for each role. Our competencies are represented by the Poutama, symbolising the journey of growth and development that a person takes to realise their own potential, by developing in steps and building on the knowledge and skills that they already have. The following indicators represent the manifestation of competencies required for this role.

***ROLE SPECIFIC COMPETENCIES***

**Facilitating Strategic and Purposeful Partnerships**

* Lead a across-agency and across-sector approach to deliver government services in the regions
* Develop networks for information exchange to enable the puni input into policy development and regional issues into Te Puni Kōkiri’s information networks
* Contribute to the development of capability to deliver TPK programmes
* Ensure the appropriate links are made and activities identified that will enhance the management of information and programmes

**Planning/Project Management**

**Provide input to Ministry planning documents and link projects to Ministry outcomes**

* You need to provide high-quality contributions to external and internal planning documents such as quarterly and annual reports, team business plans, output plans, budget preparation, and development and delivery of the Statement of Intent.
* You should be able to draw linkages to the Ministry’s outcomes hierarchy and think through project outcomes within this framework.

**Contribute to larger projects**

* You may contribute to (rather than lead) projects of greater complexity, sensitivity, conflict and risk. This may include leading a project work stream assigned by a project manager.
* You will need to operate relatively independently within clear designated groups, with support from other staff and or managers.
* You will act within agreed bounds of projects while using initiative for definition and delivery of your own outputs.

**Manage small to medium contracts**

You need to:

* be able to plan, manage and report against small to medium contracts and budget components
* be fully aware of and understand the Ministry’s procurement processes and financial policies
* monitor and manage contractors’ performance against deliverables and ensure you meet the Ministry’s requirements.
* to be able to use the Ministry’s contract management system and draft high-quality contracts and service specifications in consultation with the Legal Team and/or other senior staff.

**Identify project priorities, risks and opportunities**

* Within your own work areas, you should be able to identify work priorities within projects, and the associated risks and opportunities.
* You will need to think several steps ahead and anticipate and adjust for problems or risks.

**Lead, plan and report on projects**

You will lead defined small scale projects using the Ministry’s project management methodology. You will lead, plan and report on projects – including multiparty (internal and external) projects. This includes the development of a project plan including resource requirements and performance measures.

You need to:

* accurately scope out the length and difficulty of tasks and projects
* identify resource requirements
* identify appropriate project governance arrangements
* measure performance and progress against goals. This includes keeping appropriate people informed of progress and issues, risks.

***CORE COMPETENCIES***

Core competencies are relevant to all roles in Te Puni Kōkiri but may be required at different levels of ability and complexity. The following is required for this role:

**Māori Perspective**

* Have some understanding of Māori values and knowledge including its origin
* Have basic Te Reo Māori including some vocabulary and structure
* Have an understanding of tikanga and are confident in situations when observed
* Apply a Māori paradigm to your work
* Work alongside Māori groups and take the time to earn their respect
* Understand the basic principles of the Treaty of Waitangi from both Māori and Crown perspectives

**Leadership**

* Are committed to the kaupapa of the organisation and carry out work with professionalism
* Coach and mentor less experienced members of team
* Further the team’s goals
* Support other team members to complete tasks
* Take responsibility for being a team member
* Respond and adapt to any changing environment

**Relationship Management**

* Build relationships with deference to tikanga values
* Promote the benefits of collaboration and build team identity
* Facilitate individuals working together by identifying common goals, encouraging collaboration and joint ownership of ideas and approaches
* Actively seek opportunities to contribute to positive outcomes for stakeholders
* Identify and initiate contacts that will further the organisations interests in the near and/or longer term
* Avoid focusing on immediate needs to the detriment of longer term relationships
* Consult with a wide audience to attain buy-in and consensus
* Handle difficult or tense situations with diplomacy and tact

**Communicating Effectively**

* Effectively use Te Reo Māori in your work and are confident when communicating with Māori audiences
* Write and verbalise complex ideas in a structured, logical and authoritative way, ensuring audience understanding
* Explore and probe arguments and take opportunity to strengthen own points
* Determine what others may need to get out of a communication and what they may have difficulty in understanding
* Appreciate when information may be unpopular or create conflict and adapt style accordingly
* Listen to other viewpoints and look for common ground
* Understand the nonverbal message or viewpoint being conveyed by others
* Keep stakeholders informed of immediate and relevant peripheral information

**Results Orientation**

* Understand business plans and advise on medium to long term improvement
* Plan work and significant projects identifying timeframes and priorities; organise and allocate resource; monitor work streams and report on progress
* Analyse complex situations by: breaking into constituent parts; recognise and assess likely causal factors; interpret the information available; look for connections, and devise effective solutions
* Use contemporary and traditional Māori knowledge to achieve results
* Actively consider risk involved in problems or issues and act to mitigate and/or advise appropriate others
* Define work in terms of results and pursue success with energy and drive
* Monitor conditions to anticipate the need to change

**Business Understanding**

* Model Te Puni Kōkiri’s values
* Align your work with organisation’s strategies and objectives
* Have a commitment to business policy and procedures and act to uphold them
* Understand roles and functions of business groups and how they interrelate
* Understand the basic principles of the Treaty of Waitangi and apply to your work
* Understand high level operation of government
* Understand and acknowledge relationships with other government agencies
* Maintain awareness of the political environment
* Consider impact of decisions on Te Puni Kōkiri’s stakeholders

**KEY RELATIONSHIPS**

Internal

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| --- | --- |
| **Contact** | **Nature and Purpose of Relationship** |
| All Investment staff | To work collaboratively within the Te Puni. |
| National Office Regional Partnership staff | To work collaboratively in the exchange of Information  |
| Other Advisors | Network across Head Office and Regions |
| Te Puni Kōkiri T Puni | Maintain and enhance the relationship and collegial approach (Ohu) in any project or work undertaken |

External

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| --- | --- |
| **Contact** | **Nature and Purpose of Relationship** |
| Iwi Hapū and Whānau Maori | Information gathering, facilitate hui |
| Government departments | Develop and maintaining relevant relationships  |
| Private sector organisations | Develop & maintaining relevant relationships  |

**DECISION MAKING AUTHORITY**

The schedule of delegated authorities detail those departmental and non-departmental decisions that this position is authorised to make. The following summarises the key decision making authorities.

**Human Resource Authority**

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| --- | --- |
| **Area of Delegation** | **Delegated Authority** |
| Recruitment | nil |
| Remuneration | nil |
| Development and performance | nil |
| Ending employment | nil |

**Financial Authority**

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| --- | --- |
| Delegation Level | NIL |
| Maximum Expenditure Limit | NIL |