

He kōrero mō te tūranga | Job Description

Tūranga Job Title:	Pou Arataki – Director Māori
Tīma Team:	Senior Leadership Team
Rōpu Group:	
Mā wai e tiaki Reporting to:	Chief Executive
Wāhi Mahi Location:	Wellington
Rahi o te Utu Salary band:	21
Wā whakarite Date:	August 2022

Te Aronga o te Ratonga Tūmatanui | Public Service Purpose

Mahi tōpū ai ngā Kaimahi Tūmatanui e whai tikanga ai te noho a ngā tāngata o Aotearoa. Hei tā te Public Service Act ko te pūtake o ngā Kaimahi Kāwanatanga, ko te tautoko i te kāwanatanga whai ture me te kāwanatanga manapori; ko te āwhina i te Kāwanatanga o te wā nei me ō anamata ki te whakawhanake, ki te whakatinana hoki i ā rātou kaupapa here; ko te tuku i ngā ratonga tūmatanui e nui ana te kounga, e nahanaha ana anō hoki; ko te tautoko i te Kāwanatanga e tūroa ai te whai oranga o te marea; ko te huawaere i te whai wāhitanga o te kirirarau ki te ao tūmatanui me te whakatutuki i ngā mahi i runga i tā te ture i whakahau ai. E hiranga ana te wāhi ki a mātou ki te tautoko i te Karauna i ana hononga ki ngā iwi Māori i raro i te Tiriti o Waitangi. Ahakoa he nui ngā momo tūranga mahi, e tapatahi ana ngā kaimahi tūmatanui i roto i te whakaaro nui ki te hāpai i ngā hāpori, ka mutu, e arahina ana ā mātou mahi e ngā mātāpono matua me ngā uara o ngā Kaimahi Tūmatanui.

The public service works collectively to make a meaningful difference for New Zealanders. The Public Service Act states that the purpose of the public service is to support constitutional and democratic government, enable both the current Government and successive governments to develop and implement their policies, deliver high quality and efficient public services, support the Government to pursue the long-term public interest, facilitate active citizenship and act in accordance with the law. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi and te Tiriti o Waitangi. Whilst there are many diverse roles, all public servants are unified by a spirit of service to the community and guided by the core principles and values of the public service in our work.

Ō mātau uaratanga | How we do things – our values

KEI ROTO MĀTAU | INVESTED - He manawa rahirahi, he noho haepapa | We are committed and responsible

HE MĀIA | BOLD - He toa taumata rau, he waihanga i te ao e noho nei tatou | We are courageous, shaping our place in the world

MAHI NGĀTAHI | COLLABORATIVE - He hononga pūmau, he haerenga ngātahi | We are connected and journey with others

He whakamana i a Aotearoa kia momoho | Enabling New Zealanders to flourish – our purpose

Te Manatū Waka is the Government's system lead on transport. Our purpose is to enable New Zealanders to flourish, reflecting transport's role in shaping our society, economy, and environment.

Our purpose statement goes beyond describing what our organisation does. It succinctly and powerfully captures the value that we will deliver to New Zealanders.

- **Flourish:** A living organism flourishes when it grows or develops in a healthy or vigorous way, especially as the result of a particularly congenial environment. We think that's what transport should do for New Zealanders.
- **New Zealanders:** New Zealanders are central to what we do. This includes New Zealand Inc, the business sector, and our international connections, but at the heart of all of it people.
- **Enabling:** We are here to help create the transport ecosystem that will enable society and businesses to flourish, and grow.

Pou Arataki – Director Māori

The Pou Arataki - Director Māori will be the trusted advisor to the Secretary for Transport, and the Senior Leadership Team on system wide initiatives. The role will support colleagues across (Mot) in successfully delivering priority work with a particular focus on genuine partnership with Māori and to ensure that (Mot) is well positioned to deliver on our partnership responsibilities with Māori under Te Tiriti o Waitangi | The Treaty of Waitangi.

The role will provide strategic advice and thought leadership to the Senior leadership Team on issues relating to the Crown-Māori partnership as relevant to the operation of the transport system.

The position will bring their significant expertise and perspective in regard to iwi and Māori related matters to build and maintain partnerships with iwi and other key Māori organisations, and supporting the Secretary for Transport, and other transport leaders in developing and maintaining relationships with Māori, Māori organisations and iwi.

The position is responsible for supporting the Senior Leadership Team in bringing Te Ao Māori into the work of Te Manatū Waka and lifting the capability of transport people to be comfortable and confident when partnering with Māori in their mahi.

The Pou Arataki - Director Māori will be responsible for providing leadership and advice on the development and delivery of the Ministry's Hei Arataki Strategy, which sets the direction to improve transport outcomes for Māori.

Hei aha kei tō raurau | What you will do to contribute - key responsibilities

This role is responsible for:

- Providing advice and guidance for building strong and enduring relationships and supporting engagement with iwi leaders, tangata whenua and Public Service organisations and leaders

- Building internal capability to ensure that Te Ao Māori strategic outcomes are woven into expectations for all staff; into the overall direction and delivery of Te Manatū Waka’s strategy, and are in line with Government expectations
- Leading the Ministry’s Kaitohutohu Matua | Senior Adviser(s) – Hei Arataki and managing their work programme and outcomes
- Walking alongside the Senior Leadership Team to build and enhance engagement with Māori partners
- Providing advice and support to our leadership team to ensure strategic and operational decisions actively consider and reflect a Te Ao Māori perspective in our mahi
- Working with staff to ensure they are sufficiently skilled to be able to engage and partner with Māori and the use of appropriate protocols
- Developing relationships with other Māori leaders in Crown transport agencies and across Government to inform our initiatives and share knowledge
- Directing and influencing Te Manatū Waka’s tikanga practices and protocols to ensure our work gives life to a Te Tiriti partnership, by ensuring we embed the Te Tiriti principles in our strategy
- Growing our overall capability and capacity to accurately reflect Te Ao Māori views in our mahi
- Ensuring effective leadership of direct reports including performance conversations, mentoring, ongoing development, and regular feedback loops

Tō oranga i te wāhi mahi nei | Your health, safety and wellbeing

As a senior leader, have a duty of care and collective ownership for ensuring the Ministry promotes and meets its health, safety, and wellbeing responsibilities, and understands and manages key risks. Ensure staff are informed of and trained in safe practices and procedures in their specific areas of work.

At the Ministry we expect all employees to:

- Work safely and take responsibility for keeping self and colleagues free from harm
- Report incidents and hazards promptly
- Know what to do in the event of an emergency
- Ensure personal health and safety standards are adhered to when at work or offsite when working

Internal	Senior Leadership Team
	Directors
	Managers and staff across the Ministry
External	Minister and Associate Minister
	Transport Sector Entities
	Te Kawa Mataaho Public Service Commission

	Public Services Association (PSA)
	Professional Associations e.g. Law Society
	Other government agencies, Crown Entities and other organisations
	Iwi Partners

Kia mahi koe ki a wai | Who you will work with to get the job done

Ngā kaimahi māu e tiaki | Direct Reports – 2 (Kaitohutohu Matua | Senior Adviser – Hei Arataki)

Mana tuku iho | Delegations - Level 3

Ōu pūkenga | What you will bring specifically

Experience:

Essential

- Respected leader with deep understanding of Te Reo, Tikanga and Mātauranga Māori
- Ability to develop Te Ao Māori competency and capability in others
- Demonstrated experience working with Iwi, Whanau, Hapu and Māori communities
- Demonstrated understanding of Tikanga
- Ability to navigate and walk between Te Ao Māori and Te Ao Pakeha, drawing the two together towards cohesion and a level of comfort
- Experience of working in government, a sound understanding of the role of the public service and of working with Ministers and other government departments and agencies
- Experience in leading, developing and mentoring a team of high performing professional staff
- Experience managing stakeholder engagement and building effective working partnerships with other organisations
- This role requires the ability to obtain a high-level national security clearance. Note that the vetting process to obtain a clearance can be invasive and that if a clearance is granted, the staff member is required to maintain their clearance as a condition of their employment in this role

Desirable

- A tertiary qualification in a business management discipline

Ka tāea te aha | Capabilities

We use the Leadership Success Profile (LSP) to help guide our people, including those not in management positions, towards the skills and capabilities needed for success within the Ministry and across the public sector.

Honest and courageous

Deliver the hard messages and makes difficult decisions in a timely manner to advance the longer-term best interests of customers and New Zealand.

Curious

Show curiosity, flexibility, and openness in analysing and integrating ideas, information, and differing perspectives; to make fit-for-purpose decisions.

Self-aware and agile

Leverage self-awareness to improve skills and adapt approach; to strengthen personal capability over time and optimise effectiveness with different situations and people.

Resilience

Show composure, grit, and a sense of perspective when the going gets tough; to help others maintain optimism and focus.

He Whakakitenga | Purpose: A transport system that enables Māori to flourish



Whāinga Matua | Goals

He Kākano | Short-term (0-1 year)

Capability Building and Evidence Analysis
Develop staff cultural competencies to better engage with and understand our partners, and the evidence that identifies issues and opportunities for Māori in the design and delivery of transport.

He Tipu | Mid-term (1-3 years)

Enduring Partnership
The Ministry forms natural partnerships with Māori, directly or leverages agency and partner networks.

He Pūāwai | Long-term (4 years)

Embed a Kaupapa Māori World View into our Work
The Ministry delivers outcomes for Māori in our policy design and advice.

Ongoing | Ministry develops internal capability to deliver improved outcomes for Māori

He aha mātou e whai rautaki Māori ai | Why are we doing this?

- Supports good policy advice - the Department of Prime Minister and Cabinet's Policy Quality Framework states that advice is higher quality and more influential when we have identified the expectations of stakeholders and we connect those likely to be impacted by the policy. Effective engagement also contributes to the quality enabler of "we generate and draw on relationship capital".
- Supports our purpose - "Enabling New Zealanders to flourish". Unfortunately, Māori are often over-represented in the "non-flourishing" statistics including high unemployment and poor health outcomes. Māori also disproportionately feature in road fatalities from road crashes.
- Supports our value of collaboration - we are connected and journey with others.
- Supports our obligations as a Treaty Partner.

Ngā Mātāpono | Guiding Principles

Rangatiratanga | Empowering and leading
We recognise the Treaty of Waitangi and its principles. We communicate honestly, share and co-design, and understand the Crown-Māori relationship.

Kaitiakitanga | Guardianship and support
We recognise the role we play to safeguard and protect the transmission of Māori knowledge and taonga.

Whanaungatanga | Collaboration and unity
We engage and work with Māori people and organisations to leverage collective aspiration and capabilities.

Manaakitanga | Caring for and valuing others
We support and encourage each other, and we create environments that respect and value Māori people and Māori ways of seeing, thinking and feeling.

"We have a responsibility to actively improve outcomes for Māori to ensure that the transport system serves all New Zealanders equitably."
– Peter Mersi, CEO

Ngā hononga ki te rautaki o Te Manatū Waka | Links with Ministry Strategic Focus Areas

- Building our capability**
We are committed to the Treaty of Waitangi partnership between Māori and the Crown, and invest in developing the cultural competencies of our staff to deliver on these responsibilities underpinned by the principles of the Treaty of Waitangi. We recognise and value te reo Māori me ōna tīkanga (Māori language and customary practices) in the fabric of the Ministry as a workplace.
- Being the system steward**
We develop our understanding as to why Māori are disproportionately impacted by transport outcomes. We recognise that Māori partnership is critical to understanding the issues and opportunities for Māori in transport, and we respect the vital role of iwi Māori in the economic and social fabric of New Zealand.
- Shaping the future**
We leverage partnerships and networks to reflect Māori aspirations in the future of transport design. This allows us to provide informed advice on decisions today which have long-term outcomes for Māori.

Ngā Pou | Key Strategic Priority Areas

- Ako | Capability Development**
Developing - as a priority - capability and capacity in te reo & tīkanga Māori, and knowledge and application of te Tiriti o Waitangi.
- Whakapakari | Improve Outcomes**
Our policy design and advice delivers improved transport sector outcomes for Māori.
- Mahi Tahi | Working Together**
Engaging effectively with Māori, and leveraging existing relationships. Working cross-agency and collaboratively.



He Waka Maiangi He Aotearoa

A transport system for Aotearoa

He pūnaha waka e hāpaitia ana te iwi Māori kia eke

┌ The transport system can and should do better for Māori

Māori are descended from people who have always seen the value of travel and exploration.

Since as far back as oral histories extend, travel and transportation has been integral to Māori. Polynesians were voyaging around half the globe, at a time when Europeans had not yet ventured beyond the coast of their own continent.

Māori people are descended from Eastern Polynesians who travelled to New Zealand over 700 years ago. New Zealand was the last significant land mass to be discovered. It was likely located in a voyage of discovery that marked the final stage of Polynesian migration, today regarded as some of the greatest acts of travel in world history. Different iwi and hapu trace their whakapapa to various waka, which voyaged to New Zealand on subsequent and deliberate voyages of colonisation. Today, these stories of transport to Aotearoa form a key part of Māori identity.

Aotearoa's transport system has undergone changes since the early travellers of the nation.

We want to build on our understanding of te ao Māori in transport today to evolve and strengthen the system and ensure that progress improves the wellbeing and liveability of Aotearoa New Zealand and all its people.

As a signatory to Te Tiriti o Waitangi (Te Tiriti), the Crown has an obligation to uphold Te Tiriti in all its interaction with Māori.

The Crown needs to demonstrate that it is actively living up to these obligations, while recognising that the Māori-Crown partnership is an evolving relationship.

While our knowledge is currently limited, we know that Māori are inequitably impacted by the transport system.

The first stage of He Waka Maiangi is about creating a stronger evidence base, which will include gathering qualitative data. This knowledge will then be shaped into a narrative report that will outline areas where aspects of transport policy and planning could be improved to deliver better outcomes for Māori now and into the future.
