



Position Description

Title:	Pou Ārahi – Regional Lead Māori
Group:	Te Mātangi – Māori Partnerships Team, Te Waka Kōtuia Engagement and Partnerships
Reports to:	Pou Ārahi ā-Motu - National Advisor Māori & Tumuaki, Co-Senior Manager Māori
Band:	19
Date:	May 2024

Context

Our purpose ***NZTA | Waka Kotahi. Moving. Together***

A land transport system connecting people, products and places for the thriving Aotearoa.

Group and team purpose

Te Waka Kōtuia Engagement and Partnerships Group is accountable for navigating NZTA | Waka Kotahi’s journey by building strong relationships with all stakeholders, telling great stories to achieve outcomes and change and managing our reputation.

Te Mātangi - Māori Partnerships is part of Te Waka Kōtuia – Engagement and Partnerships and is responsible for ensuring the delivery of Te Ara Kotahi | Our Māori Strategy and its supporting action plan. The team also support the wider business in engaging with Māori, and ensure our people have the guidance and capability to deliver mutually beneficial outcomes for both Māori and NZTA | Waka Kotahi.

Position purpose

NZTA | Waka Kotahi recognises and respects Te Tiriti o Waitangi and will work with Māori to build strong, meaningful and enduring relationships to achieve mutually beneficial outcomes. We have an important role to play in finding opportunities to better respond to Māori aspirations while delivering transport solutions. We can also contribute by working with Māori and other government agencies to support Māori to achieve their aspirations.

The NZTA | Waka Kotahi Māori Strategy “Te Ara Kotahi” provides strategic direction for how we work with and respond to Māori as the Crown’s Treaty partner, and what this means for how we do business.

The purpose of the Pou Ārahi – Regional Lead Māori is to provide regional leadership to NZTA | Waka Kotahi to deliver on its responsibilities, obligations and commitments to Iwi/Māori and to fulfil Te Ara Kotahi – Our Māori Strategy. The role is a member of the Regional Leadership Team.

Key relationships

Internal:

- Tumuaki, Senior Manager Māori
- Pou Ārahi Matua – National Lead Māori
- Directors of Regional Relationships
- General Managers, Directors and Managers

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- All other business groups

External:

- External Māori Advisors
- Ministry of Transport
- Iwi groups
- Central Government transport sector agencies
- Local authorities
- Industry organisations, networks, experts and stakeholders
- Travel and freight industry stakeholders
- Key transport industry and user representative groups

Dimensions

Location: Various

What the position involves

Accountabilities

As well as being accountable for the NZTA | Waka Kotahi values and behaviours, your role has the following specific key accountabilities:

- Actively participate and contribute as a member of the regional leadership team.
- Lead and mentor NZTA | Waka Kotahi staff and external contractors to effectively engage with Māori to support the delivery of Transport strategies.
- Lead the implementation and delivery of Te Ara Kotahi - Our Māori Strategy and Action Plan at an enterprise, strategic, and project level.
- Represent NZTA | Waka Kotahi amongst local and regional government agencies and Police on Māori Issues to ensure cross government collaboration.
- Responsible for delivering Te Mātangi input into the wider business of NZTA | Waka Kotahi including the business plan 'Our Map'.
- Establish and maintain key relationships with Māori, Approved Organisations (Councils), consultants, construction partners that contribute to the successful delivery of Te Ara Kotahi.
- Lead the development of partnerships with local iwi, to ensure strong, positive relationships are formed and maintained.
- Develop and implement processes, systems and guidance to ensure consistent Māori engagement practice across NZTA | Waka Kotahi, Approved Organisations (Councils) and its consultants and construction partners.
- Increase the regional awareness, capability and understanding of Te Ara Kotahi – Our Māori Strategy amongst NZTA | Waka Kotahi, Approved Organisations (Councils) and construction partners to ensure NZTA | Waka Kotahi meets its statutory obligations to Māori.
- Provide operational and strategic advice to NZTA | Waka Kotahi teams on kaupapa Māori matters in the work we do.
- Lead the development and implementation of policies, practices, guidelines and toolkits for working effectively with Māori in ways that deliver improved environment, economic, cultural and social outcomes.
- Support the development of the cultural capability and competency of staff within the region and across NZTA | Waka Kotahi.

Individual accountabilities:

Change support:

- Participate and contribute through change by thinking, acting and advocating the change

Health and Safety:

- Take responsibility for own health and safety
- Ensure own actions keep self and others safe

Self-development:

- Take responsibility for personal development and continually develop own professional expertise

There is an expectation that the role accountabilities may evolve over time. You may also be involved in other activities as part of a career and development plan. These will be reflected in your performance and development goals that are set in discussion with your People Leader.

Working effectively with Māori

Te Ara Kotahi – our Māori Strategy – supports NZTA | Waka Kotahi to work effectively with Māori and is underpinned by uara (values) and our mātāpono (principles) of – Rangatiratanga, Manaakitanga, Kaitiakitanga, Whanaungatanga, Te Tiriti o Waitangi, Mana o te Reo, Huna Kore (no surprises approach), Auahatanga (creativity and innovation), Whakaponono (integrity and honesty) and in recognition of Cultural Values.

As NZTA | Waka Kotahi is an agent of the Crown, Te Tiriti o Waitangi/The Treaty of Waitangi is important to everything we say or do. We recognise it as an enduring document central to New Zealand's past, present and future. Building and maintaining meaningful relationships is important to work effectively with Māori, stakeholders and other agencies.

We accept our privileged role and responsibility to the partnership of the Treaty of Waitangi / Te Tiriti o Waitangi.

Values and Behaviours

Our values and behaviours underpin everything we do and form the core behavioural expectations for your role.

NGĀKAU AROHA *Have heart* means we have the wellbeing of our people, community and planet at the heart of everything we do. As NZTA | Waka Kotahi we:

- Contribute to a safe and sustainable work environment.
- Show respect for all people.
- Treat others how we would like to be treated.
- Are inclusive and connected
- Look out for each other

KOTAHITANGA *Better together* means we achieve great things when we work together to build trusted relationships inside and outside of NZTA | Waka Kotahi. As NZTA | Waka Kotahi we:

- Build better relationships
- Join up our thinking and our doing
- Remove barriers to collaboration
- Seek and listen to others to learn and grow
- Invite conversation and feedback and always improve

KIA MĀIA *Be brave* means our outcomes are better when we bring courage and self-belief to our passion and purpose. As NZTA | Waka Kotahi we:

- Speak up when it matters
- Challenge to achieve the right outcome
- Make and own the tough decisions
- Find different perspectives to challenge thinking

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- Face up to the difficult issues

MAHIA Nail it means we create enduring legacy, delivering our best work every day. As NZTA | Waka Kotahi we:

- Are clear on what's important
- Deliver on the right outcomes
- Hold ourselves to account
- Help others succeed
- Celebrate success

As a member of the state sector we also hold ourselves to the highest standards of integrity and conduct.

SPIRIT OF SERVICE

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āianeī, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hāpori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

More information on all the behaviours and standards are included in the NZTA | Waka Kotahi Te Tikanga Whanonga – Our Code of Conduct.

The value you will bring

Tikanga me Te Reo Māori

- High competency and strong fluency in te reo Māori.
- Proven capability and understanding of tikanga Māori.
- The ability to lead cultural events such as blessings, powhiri and openings.

Knowledge and experience:

- Demonstratable experience working with Māori in a lead capacity.
 - Experience in turning strategy into action particularly within the public sector structure.
 - Proven ability to develop policies, practices, guidelines and toolkits for engaging effectively with Māori in ways that improve Māori outcomes and to ensure NZTA | Waka Kotahi is fulfilling its obligations to Māori.
 - Experience in the management of Iwi relationships and cross government services.
 - Experience in strategic communications and engagement planning and delivery.
 - Demonstrated leadership ability in culturally sensitive situations.
 - Understands key concepts of manaakitanga, whanaungatanga, kaitiakitanga, rangatiratanga.
 - Proven experience in leading, influencing and building credibility across a range of stakeholders.
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- Ability to translate strategic concepts into priorities, plans and outcomes.
 - Strong report writing and analytical skills.

Qualifications:

- Tertiary qualification in a related discipline and/or equivalent experience.

You will demonstrate knowledge of, or a willingness to gain an understanding of Te Ao Māori and promote tikanga and Te Reo Māori. You will also have knowledge of, or a willingness to gain an appreciation of te Tiriti o Waitangi (the Treaty of Waitangi) as it applies in the public sector.

To learn more about what we do visit www.nzta.govt.nz