POSITION DESCRIPTION

Position:	**Kaitūruki Pūnaha (Systems Innovator)**	
Reporting to:	Kaihautū Waiora Whānau	
Staff responsibility:	NA	
Hours:	30-40 hours per week negotiable	
Job purpose	The Kaitūruki Pūnaha (Systems Innovator) role understands our local systems and structures with confidence and ease, identifying and acting on opportunities to improve health with scale and impact. The Kaitūruki Pūnaha (Systems Innovator) does not deliver services but creates opportunities and initiatives through insights and community connections. This individual has high energy, creativeness and the skills to help communities design, and lead out their health solutions.	
Accepted by:	**Employee Signature:**	**Date:**

About Us
Te Oranganui is an Iwi governed Health and Social Service Organisation. Established in 1993, Te Oranganui has eight service lines and covers the iwi boundaries of Ngā Wairiki Ngāti Apa, Te Āti Haunui-a-Pāpārangi and Ngā Rauru Kītahi.

Our Services
Te Waipuna Health | Primary Health & Medical
Te Taihāhā | Disability Support Service
Waiora Hinengaro | Vocations, Mental Health and Addictions
Toiora Whānau | Whānau and Community
Te Puawai Whānau | Family Start & Tamariki Ora Services
Waiora Whānau | Healthy Families
Whakahaumanu Mana Tāne | Clinical Services Corrections
Te Taituarā | Business Unit

Our Purpose: Korowaitia te puna waiora hei oranga motuhake mote iwi
Protecting the puna waiora, ensuring oranga for all

Our Vision: Āta whangaia te puna waiora o te whānau
Te Oranganui strives to be a puna waiora that fosters whānau wellbeing

Our Mission: Poipoiā te oranga o te whānau kia mau tonu
Te Oranganui invests in whānau to achieve and maintain oranga motuhake

Our Values:

Kotahitanga | Collective Purpose
Kia kotahi te mahi ki te oranga motuhake mō te iwi.
We are working for a common cause to effect positive change for the whānau we serve. We work together through collective purpose and focus.

Whanaungatanga | Together as Whānau
Nō te whānau, mō te whānau.
We acknowledge whānau are the experts in their own lives. We work together as a whānau.

Pono | Acting with Integrity
Mā te pono e rere ai te Mārama.
Integrity fosters clear, clean flow to underpin improved ways of being and doing. We are accountable.

Tika | True to Purpose
Whāia te ara tika ahakoa te aha.
Being true to the purpose of oranga motuhake enables us to maintain standards of care for whānau. We hold ourselves to be true to each other as a whānau.

Role Overview:

A Kaitūruki Pūnaha (Systems Innovator) is:

- A bright, conceptual, innovative thinker with a passion for co-design and community development and is able to develop locally-relevant, design-led solutions to key issues in the Whanganui region;
- Connected to and familiar with the Whanganui region and its people. Skilled and experienced in building rapport with people in order to work successfully alongside individuals, organisations, agencies and others;
- Familiar and understands Māori communities and is able to work with diverse cultures and backgrounds;
- Able to identify system leaders, opportunities and levers, and has an inquisitive mind that questions and challenges the status quo while holding relationships;
- Passionate about working collectively to enable change that positively impacts the community and beyond;
- Open to new ideas, innovative, and is a creative problem solver; and
- Provokes new thinking and fosters collaboration.

Accountabilities:

As the Kaitūruki Pūnaha (Systems Innovator) you will:

- Identify system levers and opportunities to influence and create change;
- Demonstrate empathy and understanding of others and use these insights to mobilise others to action;
- Use project management tools and processes to provide structure, accountability and continuity across the team while working in non-linear and innovation spaces. Recognise implementation risk and escalate up when required;
- Ensure actions are inclusive of all cultural groups and community diversity, actively encourage community participation and empowerment with a genuine commitment to social justice, health equity and equality; and
- Lead (prototype) teams through an adaptive and changing environment (e.g. can pivot with ease).

Knowledge & Skills:

Core Competencies		The role requires the following demonstrated experience / skills
Building	**Relationship building and management**	Effectively brings people together to achieve collective impact Understands that opportunities come from building relationships and keeping them alive
	Influencing	Can find a common language to relate to the audience to influence and create change Comfortable in describing the desired effects of change
	Political Savvy	Able to navigate the political context, structures and processes to leverage support, maximise impact, identify and reduce risk
	Storytelling and communication	Is approachable, open and willing to listen Excellent written and verbal communication skills
Leading	**Collaborative Leadership**	Engages both the usual and the unusual suspects and able to engage those who don't see themselves in this kaupapa
	Adaptive Leadership	Mobilises others to create systems change by diagnosing the situation, energising self and intervening skilfully Comfortable in adaptive and changing environments
Designing / Doing	**Systems thinking and acting**	Understands systems thinking and its application to health promotion; recognises components of a system and their interconnectedness; supports effective system communication and feedback.
	Co-design and design thinking	Understanding of design thinking, co-design or related fields and can apply to this work Uses social innovation tools to co-design, test and iterate solutions for systems-level impact
	Systems	Adaptable; open to new ideas; accepts changed priorities without undue discomfort; recognises the merits of different options and acts accordingly Has a wide network and strong community relationships across systems and settings. Help people understand the part they play in this initiative and can unlock change through others
	Data / Evaluation	Supports evidence informed practice Supports the team and network to draw on insights and analysis to make decisions
Managing / Sustaining	**Reflective practice**	Critically reflects on self, team and the work and can adapt the work programme, processes and actions accordingly

		Support the whole team in reflection, direction and adaptation
	Risk Management	Can effectively manage reputational risk which may result from working with stakeholders from different parts of the system Manages risk, escalates up and reports blockages when they occur
	Project Management	Able to work on multiple projects effectively and facilitate engaging workshops Proactive and self-starting; seizes opportunities and acts upon them; takes responsibilities for own actions
	Sustainability	Integrates sustainability into the systems change roadmap at the level of practice, resource, and relationships

Te Oranganui Kaimahi General Provisions

- Actively participate in Te Oranganui kaupapa activities including attending hui, karakia, whakawhanaungatanga, waiata sessions etc
- Uphold the values of Te Oranganui
- Ensure you maintain an accurate and up to date understanding of Te Oranganui policies and that you uphold these at all times
- Ensure the health & safety of yourself as well as others in your working environment, upholding organisational health and safety policies and procedures at all times
- Proactively promote Te Oranganui in a positive light in all activities
- Always behave in a professional manner, providing a good role model for others
- Actively participate in professional supervision and ongoing professional development
- Embody Tikanga Māori in all aspects of your work
- Provide leadership and evidence-based Whānau Ora in practice
- Ensure the inclusion of Whānau Ora as core practice within the team
- Ensure understanding of the Whānau Ora outcomes framework and include Whānau Ora plans as a contribution to whānau aspirations and potential within their practice
- Ensure that kaimahi work alongside of whānau as creators and drivers of their own Whānau Ora plan
- Uphold the principles of Whānau Ora – working across teams and functions; acknowledging the unique skills and abilities all kaimahi bring

The above statements are intended to describe the general nature and level of work being performed by the job holder. They are not intended to be an exhaustive list of all responsibilities, duties, or skills required of the job holder. From time to time, personnel may be required to perform duties outside of their normal responsibilities as needed.

PERSON SPECIFICATIONS

Qualifications

- Tertiary level qualification (Level 7 Bachelor or higher) in fields related to health, public health, business, education or similar would be desirable

Experience

- A minimum of five (5) years in a similar role
- Demonstrated experience in social innovation, community led development or related fields

Personal Attributes and Skills

The Waiora Whānau team are innovative and creative, and must exhibit the following mindsets and qualities:

- **People-focused:** Empathetic and supportive, act with integrity in all that you do. A personal commitment to social change and collaborates in positive and meaningful ways.
- **Action-oriented:** Curious, proactive and takes initiative; seizes opportunities and acts upon them; resourceful and learns by doing; takes responsibilities for own actions.
- **Adaptive:** Flexible and agile; open to new ideas; accepts changed priorities without undue discomfort; has an experimental mindset and recognises the merits of different options and acts accordingly.
- **Open and Courageous:** Seek diverse perspectives and value difference, comfortable in ambiguity, possess a growth mindset and courageous in actions.
- **Reflective and Strategic:** Can see the bigger picture through a bird's eye view and is able to respond in a strategic manner, critically reflective and can adapt activities to suit.
- **Cultural responsiveness:** Aware of the important place of indigenous leadership, strengthening relationships with mana whenua, and working within a bicultural context. Understands Māori, Pasifika and other community health priorities and needs; is comfortable working with diverse communities and knows when to seek support.

Physical Attributes – Administration/Management

- Occasional lifting up to 10 kg.
- Must be able to work in an office environment.
- Manual dexterity needed for keyboarding and other repetitive tasks.
- Sitting for extended periods of time
- Hearing and speech sufficient to communicate with others enabling direct and telephone communication
- Visual ability sufficient to read accurately, write/record in a legible manner and perform normal duties of this position.

Other Requirements of this Position

- Non-smoker/Non-vaper – or a full commitment to remain smoke/vape-free during the hours of work
- Current clean, full NZ driver licence
- Must be able to pass Te Oranganui's background, vetting and worker safety checks
- New Zealand citizenship, permanent resident status, or a NZ work permit
- Zero tolerance toward family violence