

# Kaiārahi Pacific

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## Kaupapa | Purpose

- Support transformational change in alignment with Te Pūkenga expectations of equity and partnership with Māori, and the implementation of
  - a. Te Pae Tawhiti – Te Tiriti Excellence Framework
  - b. Tōia Mai Excellence Framework, including Wintec’s Māori and Pasifika Strategy
- Support initiatives to enable and promote a culturally responsive environment in Wintec by advocating equity for Māori and Pacific learners and staff, supporting the implementation of tikanga, te reo, mātauranga Māori, Pacific methodologies, and pedagogy
- Support initiatives to improve outcomes for Māori and Pacific learners, whānau, hapū, iwi, organisations, groups and employers
- Support Wintec by working with Kaihautū to build strategic relationships and enhance the reputation of Wintec within Māori (iwi, hapū and whānau) and Pacific communities and groups and create opportunities for Te Tiriti partners to engage in Te Ao Māori and Pacific worldview.
- Participating in and supporting the operation of Te Kōpū Mānia Marae

**Reports to:** Strategic Lead Pacific

**Team:** Wintec

**Remuneration:** IEA Band 5 (\$77,500 to \$96,800)

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## Ngā mahi | Do

### Strategic portfolio impact

• The impact of this mahi is shown by positive change and transformation evidenced across the following Kaupapa Mahi, with particular portfolios and goals to be negotiated across the Kaupapa Mahi:

- Rangatira (Governance & Leadership)
- Tangata (Learner-Centred Support)
- Kōtahitanga (Partnership & Collaboration)
- Kaiako (Teaching & Learning)
- Poutama (Systems)
- Hangarau (Technology)

NB: Kaupapa Mahi will evolve with Wintec strategic direction

• These kaupapa mahi are also applicable to supporting the implementation of the Pasifika Strategy.

### Strategic and operational planning and reporting

- Māori perspectives, world-views, and practices are integrated into the operational model of Wintec
- Championing equitable outcomes for our learners and Te Tiriti partnerships in every conversation and decision made for Tōia Mai Kaupapa Mahi, Māori Equity plan and Te Pae Tawhiti
- Tauira and Mana Whenua voice is accounted for in all decision-making
- Translating high level mātauranga Māori concepts, Pacific knowledge and ideas into relatable messages for a range of audiences
- Assisting in the planning and preparation of Kaupapa mahi alongside the Tōia Mai Kaupapa Mahi Lead/s, Kaihautū and the Tōia Mai Core Specialist Team
- Milestones of the Tōia Mai and/or Māori Achievement Unit (including Pasifika) operational plan are being met

- Reports are submitted in a timely manner (written and/ or oral as required)
- The progress and outcomes of initiatives are documented clearly and to a high standard, and contextualised within wider Tōia Mai and sector expectations
- Progress and obstacles are communicated in a proactive manner so that issues arising are addressed in a timely manner
- Planning ensures a clear rationale provided for evidence-based decision-making

#### Networking and relationship management

- Interactions within and external to Wintec are mana-enhancing – noting that at times there will be differing perspectives and challenging discussions
- Engaging in mana-enhancing conversations with all stakeholders and partners
- Diverse groups of people are connected and working towards a common goal i.e. a strategy or initiative of Tōia Mai (including the Pasifika Strategy for Kaiārahi supporting this work) which leads to meeting the expected goal or outcome
- Te Tiriti partnerships are forged. Building relationships with stakeholders and partners to achieve the strategic intent of the Tōia Mai Kaupapa Mahi
- Wintec kaimahi are engaged to achieve the objectives of Tōia Mai and/or the Pasifika Strategy

#### Financial management

- All Wintec financial policies and processes are adhered to at all times

#### Events

- Coordination and facilitation of Tōia Mai and/or Pasifika events achieve the desired goals and outcomes

#### Tiriti o Waitangi

- Te Tiriti o Waitangi at Wintec is honoured and promoted, including being able to articulate Te Tiriti expectations

- Strategic guidance is provided on what implementation of honouring Te Tiriti o Waitangi commitments means in practice

#### Communication

- The Tōia Mai and Pasifika communication strategy is achieved
- Effective communication with external stakeholders achieves the desirable goals and outcome
- Effective communication with internal and external stakeholders is mana-enhancing and achieves the desired goals and outcomes

### **Health and safety management accountabilities are understood and applied.**

#### **Individual and staff H&S outcome and objectives**

- Significant hazards in the area of responsibility are identified, documented and reviewed annually or as new hazards emerge
- Significant hazards are eliminated, isolated and/or risk minimized
- Staff in the area of responsibility are involved in the hazard management

#### **Wintec culture**

- Observes Wintec's mission, strategies, priorities and values in all activities
- Follows all Wintec and Te Pūkenga's policies and procedures and legislative obligations
- Demonstrates an understanding and commitment to the principles of the Treaty of Waitangi and Equal Employment Opportunities (EEO)
- Demonstrates an understanding of and commitment to Wintec | Te Pūkenga mission, strategies, priorities and values
- Promotes equity and diversity in the workplace; builds mutual trust; and treats kaimahi equitably, transparently, fairly and in a culturally appropriate manner
- Undertakes continuous improvement and development of systems, procedures and service to ensure Wintec maintains and develops its position as a leading provider of vocational education and training

## Other duties

- Performs other duties as may be reasonably required from time to time

## Demonstrate commitment to:

**Te Tiriti o Waitangi.** Through our developing understanding of our obligations and our connection with Te Tiriti o Waitangi as both individuals and as an organisation.

**Ākonga at the Centre.** Through prioritising the experience, wellbeing, and success of our ākonga in our decision-making process.

**Equity.** Through recognition, empowerment, and inclusion we can give greater acknowledgement of the unmet needs of Māori, Pacific and disabled ākonga and their whānau.

**Vocational Education and Training Excellence.** Through quality provision for all ākonga, meeting the regional needs of employers and communities.

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## Pūkenga | Have

### Education, Training and Experience

Education/training

- Essential
- Bachelor level degree (specialising in Mātauranga Māori, Pasifika or equivalent and Education or Business/Strategic Management or Event Management or Communication)

Desirable

- Postgraduate qualification (specialising in Mātauranga Māori, Pasifika or equivalent and Education or Business/Strategic Management or Event Management or Communication)

Typical knowledge, skills and attributes

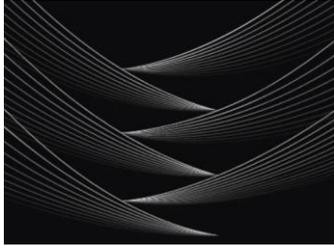
- Experience and passion for achieving equitable outcomes for Māori and/or Pasifika learners
- Demonstrated knowledge and expertise in developing and implementing mātauranga

Māori and/or Pasifika frameworks and pedagogies i.e. Ako, Mātāpono, Whare Tapa Whā or the like

- Fluency in Te Reo Māori and/or Pasifika language/s and application of Māori/Pasifika protocol and etiquette
- Knowledge of culturally responsive practices
- Knowledge of Te Tiriti o Waitangi
- Value taurira voice and see taurira as central in decision-making
- Ability to work independently as well as in a team
- Ability to support, educate and influence others through the development of mana-enhancing relationships
- Critical thinking and innovative problem-solving
- Teaching and Learning knowledge and experience
- Ability to develop and implement strategies
- Demonstrated knowledge of Māori or Pasifika leadership approaches
- Proven relationships with whānau, hapū, iwi and Māori communities or Pasifika communities
- Experience in developing creative and innovative solutions
- Confident with the use of technology

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## Wintec Values



Manawa nui describes the behaviour of a person or group that embodies manaakitanga (kindness), humility, patience, respect, tolerance and compassion.



Manawa roa describes the behaviour of a person or group that embodies staying power, resilience, fortitude, grit and doing what needs to be done to achieve the collective goal.



Manawa ora describes the behaviour of a person or group that embodies the act of breathing life into all aspects of another life form.

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## Ngā Hononga Mahi | Working relationships

### Internal:

Academic Staff / Tōia Mai Team / Executive Leadership Team / Faculty Leadership /  
Tauira / Corporate Units / Professional Staff / Te Pūkenga representatives

### External:

Consultants / Iwi, hapū (within Wintec catchment area and other Māori groups from  
time to time), whānau / Regional and local Māori organisations / Government agencies  
(with interest in Māori-centred initiatives) / Māori businesses and employers

### Resource delegations and responsibilities:

**Financial:** Nil

**People:** Nil