

Mātauranga Māori Lead

Function:	Māori Student Success Team
Reports to:	Mātauranga Māori Team Leader
Location:	Taradale or Gisborne
Arrangement:	Full-time permanent
Date:	May, 2026

Pūtake | Purpose

To provide leadership to EIT managers and kaimahi in their endeavours to give effect to Te Tiriti o Waitangi. To advance and strengthen the implementation of Herea Te Rā (EIT's Māori capability development framework) across the institution. This role leads staff development in culturally responsive and relational pedagogy and enhances curriculum design by coaching staff to embed kaupapa Māori and mātauranga Māori approaches into their daily practice. Drawing on broad experience, the Mātauranga Māori Advisor provides thought leadership, practical support, and professional development to enable excellence in culturally grounded education across all levels and disciplines at EIT.

Ngā Whanaungatanga | Working Relationships

Internal:	Internal Relationships: Heads of School, Education Development Centre, Education Advisors, Academic and Support Kaimahi.
External:	Iwi and hapū.

Mana Whakaae | Resource Delegations

Financial:	Responsible for following an allocated budget within approved limits
People:	NIL.

Kawenga Mahi | Accountabilities

Leadership and Cultural Capability:

- To assist EIT to meet its Te Tiriti obligations by providing ongoing coaching of managers and staff which develops their understanding of Te Tiriti obligations and their ability to give effect to Te Tiriti on a daily basis.
- To support the long-term improvement of equitable participation and achievement results for ākonga Māori.
- Lead and sustain implementation of Herea Te Rā, embedding EIT's Māori capability development framework across all functions and services.
- Lead thought leadership within EIT on Te Tiriti o Waitangi, kaupapa Māori, and ākonga Māori.

Curriculum Design, Quality and Assessment:

- Lead the integration of kaupapa Māori, mātauranga Māori, and responsive teaching practices with curriculum development and programme reviews.

- Ensure assessment and moderation practices appropriately reflect mātauranga Māori and uphold cultural validity.
- Collaborate on internal programme development, academic approvals, and external quality assurance processes.

Kaimahi Development:

- Design and deliver professional learning initiatives that build kaimahi confidence and capability in kaupapa Māori, Te Tiriti o Waitangi, and culturally sustaining practice.
- Develop and maintain accessible learning resources and online tools for staff development.
- Monitor, evaluate, and report on organisational progress toward mātauranga Māori capability development.
- Use relevant data to lead coaching conversations with Heads of School and managers about equitable ākongā Māori outcomes.

Engagement and Collaboration:

- Work collaboratively with internal stakeholders and mana whenua to strengthen localised, place-based expressions of mātauranga Māori.
- Facilitate and support co-design processes with mana whenua across projects and initiatives.

Reporting, Evaluation and Knowledge Sharing:

- Gather and analyse information to evaluate the effectiveness of kaupapa Māori practices across EIT.
- Prepare reports and briefings to support institutional planning, monitoring, and accountability.
- Contribute to research, evaluation, and publication of effective practice in mātauranga Māori education.

General Responsibilities:

- Comply with EIT policies and procedures.
- Contribute to a healthy workplace by implementing safe work practices and strategies to effectively manage personal wellbeing.
- Undertake additional responsibilities and tasks relevant to this position as requested by the manager.

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.

Ākongā at the Centre: Through prioritising the experience, wellbeing, and success of our ākongā 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 ākongā and their whānau.

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

Pūkenga, Wheako, Mōhiotanga, Tohu Mātauranga | Skills, Experience, Knowledge and Qualifications

Essential:

1. Demonstrated experience of coaching managers and kaimahi to improve evidentially based outcomes.
2. Ability to develop strong, trusting and culturally responsive relationships.
3. Demonstrated experience and expertise in the application of Te Tiriti o Waitangi, mātauranga Māori and kaupapa Māori approaches.
4. A strong understanding of te ao Māori and its application in curriculum.
5. Demonstrated experience in leading the implementation of culturally responsive and relational pedagogy.
6. Knowledge of curriculum design, learning outcomes, and quality assurance in tertiary education.
7. Capability in using digital learning tools and platforms.
8. Demonstrated research, data interrogation, reporting, and evaluation experience.
9. Degree-level qualification in Education, Te Ao Māori, or a relevant field.

Desirable:

- Fluency in te reo Māori.
- Postgraduate qualification in education, Te Ao Māori, or related area.
- Experience working within a polytechnic or Wānanga context.
- Understanding of national policy settings affecting Māori in tertiary education (e.g., TEC, NZQA).

Ngā Uara o Te Aho a Māui | Values of EIT

Herea te momoho | Inspire success:

- Support continuous learning and improvement through collaboration.
- Encourage innovation and challenge existing ways of working to achieve better outcomes.
- Recognise and celebrate the achievements of ākonga, kaimahi, and whānau.

Herea te tangata | Nurture whanaungatanga:

- Build and maintain genuine relationships through manaakitanga, care, respect, and generosity.
- Honour wairuatanga by recognising and respecting diverse identities, perspectives, and needs.
- Work collaboratively in service of ākonga and communities, demonstrating kotahitanga to achieve shared goals and outcomes.

Herea te mana | Act with integrity:

- Act with honesty and integrity, doing what is tika and pono, even when it is not easy.
- Uphold the mana of others through respectful, trustworthy, and principled interactions.

Herea te pono | Be committed:

- Make sustained contributions toward shared goals and outcomes, aligned to a collective kaupapa.
- Take accountability for actions, impact, successes, and challenges.
- Maintain personal wellbeing and support the oranga of others to remain resilient in times of change.

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