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| colourlogo 2010 | **Pūkenga Awhina (Bachelor of Midwifery) Maori/Pasifika Liaison** | |
| The Wintec Team Ngā Whakatakanga o Wintec | | |
| **You and the Wintec Team**  You’ll be part of the team at Wintec, which aims to strengthen the community on many levels (ki te whakakaha i te iwi hāpori mā te ara matauranga, rangahau arā umanga whanakenga). Your qualifications and industry experience will help us provide the best education, the most modern facilities and the latest technology to students locally, nationally and worldwide.  **Connected to the World**  You’ll also help Wintec stay connected to business and the community so our students can gain on-the-job experience and graduate work ready. We’ll support you to enhance your own qualifications and experience, extend your skill sets and expand your industry and educational connections locally and globally.  **Working at Wintec**  If you enjoy the challenge of new ideas, the satisfaction of a job well done and the success that comes with great teamwork, you’ll love working at Wintec! | | |
| Role Purpose Whāinga Turanga | | |
| |  | | --- | | 1. Te Ara ō Hine-Tapu Ora (TAoHTo) was supported and implemented in 2021. It is the accumulated efforts of all the Aotearoa/New Zealand Schools of Midwifery to work together to tautoko the success of Māori and Pasifika Midwifery akonga and to increase the numbers of Māori and Pasifika Midwives in communities. | | 1. Wintec recognises and respects the importance of Te Tiriti o Waitangi and its centrality to the mission and work of the institute. | | |

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| Employment Details Te Anga o te Mahi | | | |
| **Location** | | The appointee will be based at Hamilton City campus but may be required to work at other sites. | |
| **Reports to** | | Team Manager-Midwifery | |
| **Remuneration**  (An indication ONLY) | | $104,000 per annum | |
| **Band** | | Band 6 | |
| **Direct reports** | | Nil | |
| **Financial authority** | | Nil | |
| **Functional relationships**  *Internal* | | |  | | --- | | Academic Staff  Group Directors  Team Managers/Team Leaders/Coordinators  Pouarah Māori, Māori Achievement Manager, Strategic Lead Pasifika, Student Learning Services, Te Kete Konae, Kaiawhina, Te Ara Putake, CHASP Staff  HOD Midwifery | | Te Whatu Ora | | Te Ara ō Hine and Tapu Ora kaimahi  School of Midwifery kaimahi  Relevant wider organisational kaimahi  Akonga support services | | |
| *External* | | Akonga  Kaumātua/Kuia, Te Ara o Hine-Tapu Ora Project Lead Māori & Pacific, Nga Maia Māori Midwives, Pasifika Midwives Aotearoa   |  | | --- | | Te Whatu Ora | | Manatū Hauora | | Hauora Māori Providers | | Te Tatau ō te Whare Kahu | | New Zealand College of Midwives | | Schools of Midwifery (External) | | |
| Accountable for Te Kawenga mō | Successful when Angitu ina | |
| Area of Responsibility 1 **Organisational accountability** | * Ensure akonga understands the purpose of TAoHTO and what their participation may involve. * Provide educational/resources support as indicated through the programme. * Ensure completed actions are documented. * Work with key stakeholders to ensure any activities/placements/education is coordinated with care. * Work with existing Midwifery staff and members of TAoHTO to ensure akonga are supported throughout their haerenga. | |
| Area of Responsibility 2 **Te Tiriti ō Waitangi** | * Implement Tuakana-Teina model to navigate akonga through the tertiary education system and achieve self-determined success. * Support the planning and coordination of clinical experiences for akonga Māori and Pasifika, reflecting curriculum requirements e.g. assessments and clinical placements. * Liaise with key personnel in the department of midwifery, community and hospital clinical and cultural experience settings | |
| Area of Responsibility 3 **Teina Accountability** | * Implement Tuakana-Teina model to navigate akonga through the tertiary education system and achieve self-determined success. * Support the planning and coordination of clinical experiences for akonga Māori and Pasifika, reflecting curriculum requirements e.g. assessments and clinical placements. * Liaise with key personnel in the department of midwifery, community and hospital clinical and cultural experience settings. * Provide support and oversight of development of akonga learning. * Support akonga in clinical and cultural educational environments and learning experiences. * Commit to support TAoHTO hui-a-tau, fono and local Kahu Pōkai roopu and Hine koopu wananga for akonga. * Champion equitable, quality and safe midwifery practice in alignment with cultural, regulatory and professional frameworks. * Encourage and foster meaningful whakawhanaungatanga which enables positive and trusting relationships with akonga. * Actively seek feedback from Kahu Pōkai and akonga about progress in practice. * Actively participate in local, regional and national hui and fono that contribute to Te Ao Māori and Pacific solutions for akonga success. * Work strategically and collaboratively to reduce inequities and improve akonga retention outcomes, ensuring a Te Tiriti based approach is incorporated in all work undertaken. * Relationships are meaningful, ensuring advice is of a quality trusted and delivered in a way that works for Māori and Pacific. * Relationships are established and nurtured with akonga to advance an inclusive and cohesive response for collective impact. Where akonga are motivated and engaged in their education and culture. * Identify and notify Te Ara ō Hine Pou ō Aotearoa of policies, procedures and practices that cause inequity. * Advocate and navigate for akonga with consent when required to meet the objectives of the current curriculum to improve retention and self-determined success. * Identify need gaps for pastoral, financial and/or educational perspective and seek solutions to the benefit of akonga. * Facilitate and maintain constructive relationships with key stakeholders e.g. Nga Maia, local Kahu Pōkai roopu and Hauora services. * Support akonga to maintain their clinical and cultural education records by being proactive. * Support the development of clinical timetables and schedules in consultation with colleagues to ensure equitable access for akonga Māori and Pasifika. | |
| Area of Responsibility 4 **Ensure that Te Mauri o Rongo – the NZ Health Charter, is implemented** | Te Mauri o Rongo provides common values, principles and behaviours through four Pou that will guide Te Ara o Hine-Tapu Ora enabling a cultural transformation for whānau who have aspirations to enter into the health sector. Te Mauri o Rongo upholds a fundamental key system shift to reinforce and embrace Te Tiriti o Waitangi and our obligations to it.   |  |  | | --- | --- | | **Wairuatanga** | The ability to work with heart | | **Rangatiratanga** | Know our akonga, and grow our future leaders | | **Whanaungatanga** | We are a team, and together a team of teams | | **Te Korowai Āhuru** | Seeks to embrace and protect our akonga | | |
| **Ako, development of effective teaching and learning strategies**  **• Support with teaching and learning process** | • Contributes to the delivery of the Bachelor of Midwifery programme.  • Input into curriculum delivery  • Assistance in marking/cross marking of Māori and Pacific ākonga assessment  • Contributes to the design and development of modules that support capability development.  • Supports the creation of a climate conducive to learning  • Individual student needs are responded to.  • Effective feedback is provided to students.  • Involved in academic moderation | |
| Faculty/School specific | Any accountabilities specific to the Faculty/School and additional to the above will be outlined in a separate Schedule A (if applicable). | |
| **Huakina, opening up the door**  **• Participates in Wintec information sessions aligned with Māori and Pacific communities**  **• Participates in activities that promote Wintec Bachelor of Midwifey programme to Māori and Pacific communities**  **• Co-ordinates regular regional Hui/Fono**  **• Attends National Hui/Fono** | • Increases Māori and Pacific ākonga participation  • Increases Māori and Pacific recruitment  • The profiles of both Wintec and the School of Midwifery are promoted internally and externally  • Regular regional Hui/Fono | |
| **Wintec Culture** | • Ensure currency with Wintec’s mission, strategies, priorities and values.  • Abide by all Wintec policies and procedures and legislative obligations.  • Demonstrate understanding and commitment to the principles of the Treaty of Waitangi and Equal Employment Opportunities (EEO).  • Demonstrate an understanding and commitment to Wintec’s mission, strategies, priorities and values.  • Promote equity and diversity in the organisation, build mutual trust, and treat learners equitably, transparently, fairly and in a culturally appropriate manner. | |
| **Health and safety management accountabilities are understood and applied. Individual and staff H&S outcome and objectives are reviewed at least annually.** | 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 minimised. Staff in the area of responsibility are involved in the hazard management process. Relevant H&S training is identified and completed for key staff and those with specific job/training requirements. Work accidents and incidents are reported as soon as possible after occurrence; investigation reports are completed and recommendations considered. | |
| **Wintec culture** | Observes Wintec’s mission, strategies, priorities and values in all activities  Follows all Wintec 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’s mission, strategies, priorities and values  Promotes equity and diversity in the workplace; builds mutual trust; and treats staff 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 | |

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| Our Values Ngā Uaratanga | |
| **Working Together**  ***Mahi tahi*** | We work collaboratively within and outside our organisation.  We form partnerships, openly communicate, share expertise and try new things. |
| **Challenge and Innovation**  ***Whakaaro whānui*** | We are leaders, so we challenge ourselves and others to look for ways to do things better and to embrace innovation and achievement. |
| **Customer Focus**  ***Manaaki tangata*** | Students, employers and colleagues in the organisation are all our customers. We drive our organisation from their needs, and act with purpose, creativity and energy to exceed their expectations. |
| **Valuing People**  ***Whakamana i te tangata*** | We treat everyone with courtesy and respect, without prejudice and valuing different perspectives. We involve and listen to others, and recognise them for their contribution; always acting with integrity. |
| **Taking Ownership**  ***Kia tika*** | We are all responsible for the overall success of our organisation, and are accountable for our actions and results.  We make quality decisions based on sound information and we learn from our mistakes in a ‘no blame’ culture. |
| **Improvement and Opportunity**  ***Kia tupu, kia hua*** | We are committed to setting high standards and continually improving what we do. We are passionate about extending opportunities to students, employers and the wider community. |

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| Competency Specification Pūkenga Tautuhi |

PERSON SPECIFICATION

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| MANDATORY | PREFERRED/DESIRABLE |
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| FORMAL QUALIFICATIONS | |
| * Current driver’s licence * Hold current NZ Registration as a Midwife. * Hold current Annual Practising Certificate. * Undergraduate degree and/or relevant postgraduate study. * Hold current membership with professional organisation. | * Ngā Manukura o Apopo graduate. * Nga Maia member. * Involved with local Kahu Pōkai roopu. |
| KNOWLEDGE & EXPERIENCE | |
| * Sound knowledge and application of current recommendations for midwifery practice. * Knowledge and practice in the principles of equity and diversity. * Proficient in supporting (pastoral & academic) Māori and Pacific ākonga | * Ako – teaching and learning strategies to promote Māori and Pacific achievement * Involved with or attended hapu. wananga/Hine Kopu. * Knowledge of local Hauora services. * Knowledge of Reo. * Knowledge of Tikanga. * Active involvement in the industry |
| SKILLS | |
| * Computer literacy. * Excellent interpersonal and communication skills * Excellent written and verbal communication skills * Self-management skills (organisation and time management). * Ability to work well within a team. * Ability to work on own. | * Proficient with learning technologies, e.g. Moodle to engage learners |
| ATTRIBUTES | |
| * Demonstrates enthusiasm and flexibility; has an open and pleasant personality reflecting an understanding of the needs of others * Ability to communicate effectively with senior managers, staff, students, and community stakeholders * Commitment to maintain a high standard and quality of work ethics * Takes responsibility on own initiative and as part of a team. * Flexible approach to work. * Innovative and enthusiastic. | * Strong interest in teaching and learning. * Strong commitment practice-based scholarship. |

This document covers the broad results expected from the position and will form the basis of specific objectives to be agreed and reviewed on a regular basis.

**Schedule A:**

**Ngā Ahuatanga | ABOUT YOU**

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| Core Capabilities | Expected Leadership Behaviour |
| Tuturu te whakahaere/Leadership character | * Demonstrate organisational values. * Take responsibility for your own actions; speak out for what is right; offer own opinion, ask questions, and make suggestions in an appropriate manner. * Resilient and adaptive – flexible and open to new ideas, recognise where change might be needed and identify how you may support change. |
| Mōhiotanga / Māori cultural intelligence | * Commit to embracing Te Ao Māori, Tikanga, Te Reo and Te Tiriti ō Waitangi. * Demonstrate critical consciousness and on-going self-reflection on the impact of own culture on interactions and advocacy and to personally take a stand for equity. * Commit to attending TAoH hui and wananga. |
| Ara Whakamua – navigating the pathway forward | * Recognise how the TAoHTO team and organisational activities and challenges impact your mahi, and how your mahi impacts others. * Recognise and articulate how your own mahi directly contributes to the TAoHTO vision and outcomes. |
| Kotahitanga – Stronger Together | * Demonstrate organisational values in all dealings with stakeholders. * Work as a supportive, collaborative whānau member by sharing information and acknowledging others’ efforts. * Step in to help others when workloads are high and keep the team and TAoHTO Pou mō Aotearoa informed of mahi/ tasks. |
| Whakapakari – growing the good | * Clarify mahi required, expected behaviours and outputs, leverage own strengths, seek to constantly work on knowledge and tautoko for akonga in their learning. Act as a tukana, role-model and sounding board for others. |
| Tutuki – to achieve | * Manage mahi priorities to ensure that akonga are at the centre. * Contribute to developing objectives and goals with akonga to increase their self-determined success. |
| Health Safety and Environment | * Exercise commitment to Health and Safety by adherence to all Health and Safety initiatives and taking all reasonable steps to eliminate and mitigate anamolies and hazards in the workplace that could cause harm. * Consider the impact of your work on the environment and where possible engage in sustainable practices. |
| Compliance and Anomalies | * Take responsibility to report all anomalies and ensure these are mitigated. * Comply with all relevant organisational safety and regulatory requirements applicable when at mahi and when at other organisations. * Organisational health and safety management system, including all policies, protocols, procedures, and tools are understood and adhered to * Health and safety activities as outlined in the Roles, Responsibilities and Accountabilities Procedure, including ongoing hazard identification and risk assessment, are engaged in. * Internal and external health and safety audits and inspections are proactively participated in, where required, in line with the organisations overall health and safety strategy and goals. * An understanding of emergency and evacuation procedures is demonstrated. |