**POSITION DESCRIPTION**

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| **Position:** | Kaitūruki Pūnaha (Systems Innovator) - Evaluation | |
| **Reporting to:** | **Mātaiawa, General Manager - Innovation and Research** | |
| **Staff responsibility:** | Leadership and collegial support to Innovation and Research kaimahi | |
| **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:**    **<<NAME>>** | **Employee Signature:** | **Date:** |

**Background**

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 Ngāti Apa/Ngā Wairiki, Te Ātihaunui a Pāpārangi and Ngā Rauru Kītahi. The eight services are;

Waipuna Primary Health & Medical

Taihāhā Disability Support Service

Waiora Hinengaro Vocations, Mental Health and Addiction Services

Toiora Whānau Whānau & Community

Puawai Whānau Tamariki Wellbeing

Waiora Whānau Healthy Families

Whakahaumanu Mana Tāne Clinical Services Corrections

Taituarā Business Unit

**Vision**  Korowaitia te puna waiora, hei oranga motuhake mō te iwi

**Mission Statement** To empower whānau into their future

**Values**

Tika Excellence in how we do things

Whānau At the centre of everything we do

Pono Act with honesty and integrity

Mahitahi Committed to working together for the betterment of our Whānau,

Hapū, Iwi and communities

**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.
* Focused on evaluation as a critical part of systems innovation—able to design, apply, and lead evaluation approaches grounded in kaupapa Māori and Mātauranga Māori frameworks to ensure that impact is measured in culturally authentic, meaningful ways and contributes to transformational change.

**Accountabilities:**

As the Kaitūruki Pūnaha (Systems Innovator) – Te Kai Whakakaha, 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
* Embed culturally grounded evaluation practices into all initiatives, with a strong focus on kaupapa Māori and Mātauranga Māori frameworks to assess impact, generate insights, and guide continuous learning and transformation.

**Knowledge & Skills:**

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| **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 Specification**

**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 two 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