

Kaihautū (Mātauranga Māori Borderless Professionals)

Kaupapa | Purpose

- Lead transformational change in alignment with Wintec expectations of equity and partnership with Māori, and the implementation of Tōia Mai Excellence Framework, including Wintec's Māori Strategy.
- Lead initiatives to enable and promote a culturally responsive environment in Wintec by advocating equity for Māori learners and staff, supporting the implementation of tikanga Māori.
- Lead initiatives to improve outcomes for Māori learners, whānau, hapū, iwi, organisations, groups and employers.
- Assist Wintec to build strategic relationships and enhance the reputation of Wintec within Māori (iwi, hapū and whānau) communities and groups and create opportunities for Te Tiriti partners to engage in Te Ao Māori.
- Participating in and supporting the operation of Te Kōpū Mānia Marae.
- Manage the Kaiārahi Māori, ensuring their professional development and alignment with institutional goals.
- Commit to and promote rangahau Māori (Māori research), fostering an environment of continuous learning and development.

Reports to: Pouarahi Maori, Executive Director Tiriti Partnerships & Maori Success

Team: Wintec

Remuneration: IEA Band 7 (\$108,400 to \$135,400)

Ngā mahi | Do

- Leadership
- The voices of Māori (iwi, hapū, whānau), organisations, and groups are evident in decision-making across all levels of the organisation. Wintec products and services are relevant and responsive to Māori needs. Improved outcomes for Māori are evident for tauira, kaimahi, and communities (including whānau, hapū, and iwi). Differences are managed and navigated to support Wintec's expectations of being free from racism, discrimination, and stigma. Māori staff are actively engaged in the transformation process. The mana of Wintec is maintained and enhanced throughout the transformation process. Communication is inclusive, authentic, and mana-enhancing, holding others accountable. Steadiness through change initiatives, grounding and guiding others – with the expectation that this is reciprocal from the organisation. Responsibility is taken for their portfolio and accountabilities within a collective leadership model.
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- 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 & Rangahau)
 - Poutama (Systems)
 - Hangarau (Technology)
 - He Kura Whakaumu (NSEAR)
 - NB: Kaupapa Mahi will evolve with Wintec strategic direction.

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- Strategic and operational planning and reporting
- Māori perspectives, world-views, and practices are integrated into the operational model of Wintec.
- Tauira voice is accounted for in all decision-making.
- Milestones of the Tōia Mai operational plan are being met.
- Operational planning is reviewed, and 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.
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- 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.
- Diverse groups of people are connected and working towards a common goal i.e. a strategy or initiative of Tōia Mai which leads to meeting the expected goal or outcome.
- Te Tiriti partnerships are forged.
- Wintec kaimahi are engaged to achieve the objectives of Tōia Mai.
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- Financial management
- All Wintec financial policies and processes are adhered to at all times.
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- Events
- Coordination and facilitation of Tōia Mai events achieve the desired goals and outcomes.

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- 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.
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- Communication
- The Tōia Mai communication strategy is achieved.
- Effective communication with external stakeholders achieves the desirable goals and outcomes.
- 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.

Pūkenga | Have

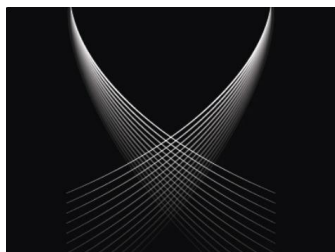
Education, Training and Experience

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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.

Ngā Hononga Mahi | Working relationships

Internal:

Academic Staff / Administration Staff / Department Managers / Dean of Faculty /
Directors / Heads of School/Centre Directors / Team Managers/Team
Leaders/Coordinators

External:

Government agencies / ITOs / Ākonga / learners / Unions / SAWIT / Business / Industry /
Community / Employers and employer groups / Mana Whenua, Hapū, Iwi and Māori

Resource delegations and responsibilities:

Financial: Nil

People: Kaiārahi