

Position Description



Principal Analyst Māori Health

Manager	Kaitohu Hauora Māori Director, Māori Health		
Location	Wellington		
Direct reports	0	Delegations	0
Date	March 2024	Job band	18

About Te Hiringa Mahara

Te Hiringa Mahara | the Mental Health and Wellbeing Commission, is an independent Crown entity with the objective to contribute to better and equitable mental health and wellbeing outcomes for people in Aotearoa New Zealand.

Te Hiringa Mahara is an organisation committed to being grounded in Te Tiriti o Waitangi. Not only do legal obligations require Te Hiringa Mahara to take account of Te Tiriti o Waitangi in its work, but it is committed to enabling a system that achieves better and equitable mental health and wellbeing outcomes for Māori.

We are also required to seek the views of people who have experienced mental distress, people who have experienced addictions (or both), and the persons (including family and Whānau) who support them.

We were established in February 2021 to provide system oversight and leadership in the transformation of our mental health and wellbeing system. We will contribute to better and more equitable mental health and wellbeing outcomes for all people in Aotearoa through monitoring and reporting, advice, and advocacy.

Further details can be found at www.mhwc.govt.nz.

This position description may be reviewed annually to align appropriately with Te Hiringa Mahara work programme and approaches.

Vision, Mission, and Values

Our vision is: Tū tāngata mauri ora, thriving together.

Our mission is: Whakawateatia e tātou he ara oranga, clearing pathways to wellbeing for all.

Our values are:

Tūhonotanga – we are inclusive, connected, and stronger for it

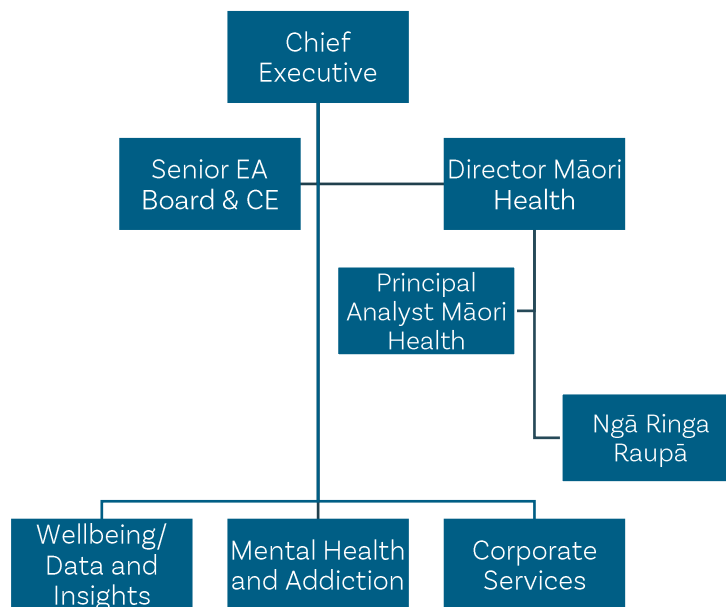
Māia – we are courageous and speak up about what is important to people

Māramatanga – we learn by listening, seek knowledge, and use it for good

Tika – we are fair and respectful in supporting pathways to wellbeing

Aroha – we work with compassion – we care about the work we do and the people of Aotearoa

Organisational Structure



Position purpose

This role provides strategic and operational advice to reflect the commitments and responsibilities of Te Hiringa Mahara to Te Tiriti o Waitangi (Te Tiriti).

The Principal Analyst position plays an important role in the delivery of critical pieces of work. This will include ensuring all our work meets Te Tiriti o Waitangi obligations, and providing Māori health leadership and Te Ao Māori expertise in specific areas of work including:

- Provision of te ao Māori expertise into specific projects with the Mental Health and Addictions (MHA) team and the Wellbeing, Data and Insights team to support our monitoring, leadership and advocacy work
- Provision of relevant advice and support to the Corporate Services team in the area of te ao Māori capability planning, evaluating and reviewing of (Ka Māia Ka Taea), Māori Language Planning (Te Mahere Reo) and policy reviews.

This role reports to the Director Māori Health. The Director Māori Health is the partner to the Chief Executive and Leadership team.

Key functional accountabilities

Te ao Māori advice and analysis

The Principal Analyst will take a lead role in providing te ao Māori advice and analysis for the Māori Health team and identified projects and programmes across Te Hiringa Mahara.

The Principal Analyst will work with the Director Māori Health / Kaitohu Hauora Māori to ensure all aspects of Māori health work is comprehensively grounded in Te Tiriti o Waitangi, focused on advancing mental health and wellbeing outcomes for Māori and whānau and achieving equity.

Engagement

The Principal Analyst will primarily work with the Director Māori Health on implementation of the Māori focused engagement plan. Engagement involvement across other programmes of work will be identified appropriately.

Planning and operational leadership

The Principal Analyst will support planning and lead the implementation of the Māori Health Team annual programme of work.

Core responsibilities include:

- Ensures all work reflects Te Hiringa Mahara responsibilities to meeting Te Tiriti o Waitangi commitments and obligations through embedding, review and ongoing implementation of our Te Tiriti o Waitangi Position Statement to drive and inform the organisation's functions
- Leads design, development and delivery of operational strategies within the Māori Health team and Ngā Ringa Raupā
- Provide Māori Health leadership at the programme and project levels across the organisation partnering with our internal teams to ensure all work is well planned. This includes taking strategic and tactical approaches to achieve results through high quality advice and use of technical skills.
- Provide Te Ao Māori expertise into annual monitoring of mental health and addiction services and specific projects with the Mental Health and Addictions team (MHA) and the Wellbeing, Data and Insights team (WDI) to support monitoring, leadership, and advocacy work

- Provide relevant advice and co-lead with Corporate Services team in the area of te ao Māori organisational capability training, surveys, iwi ahi kā annual wānanga, development and policy reviews
- Enhance the capability of the team and Ngā Ringa Raupā through the sharing of coaching and mentoring techniques and quality improvement advice to team members during their day-to-day work
- Provide Māori Health input to central performance, reporting, risk management, business continuity planning, and continuous improvement processes
- Build collaborative and positive relationships across Te Hiringa Mahara and support the Director Māori Health with our external wider health sector, Māori Service Provider leaders, Māori System leaders and government agencies
- Provide senior technical expertise and advice that informs decision-making, informs the setting of Te Hiringa Mahara strategic direction and the delivery of our priorities and commitments to Māori

Key relationships

The Principal Analyst has a key role in developing and maintaining effective working relationships with internal and external stakeholders.

Internal	External
Te Hiringa Mahara Board (as required)	Iwi Ahi Kā National Iwi authorities
Chief Executive	Māori Leaders in Government agencies
Ngā Ringa Raupā	Manatū Hauora Ministry of Health
Leadership Team	Te Whatu Ora
Te Hiringa Mahara Staff	Te Aka Whai Ora
	Sector Partners, including Kaupapa Māori services
	Sector Partners, including Kaupapa Māori services

Person specification

Essential

- An appropriate tertiary level professional qualification and/or significant relevant work experience in policy, strategy, evaluation and/or research in health
- Extensive experience of the New Zealand health sector and in-depth understanding of relevant, legislation and research that impacts Māori health.
- Sound experience in Te Ao Māori research, evaluation and data interpretation (both quantitative and qualitative).
- Highly developed knowledge of Te Tiriti o Waitangi and Crown obligations to Māori development and wellbeing and experience applying Te Tiriti frameworks for analysis
- Strong experience engaging with iwi, hapū and Māori organisations and proactive in identifying and establishing strong working key relationships
- High level of competency in using Te Reo Māori, sound understanding and application of tikanga Māori, te ao Māori and mātauranga Māori.
- Excellent project management skills and ability to maintain an oversight of multiple programmes of work across Māori Health to ensure consistency and alignment with the broader Te Hiringa Mahara work programmes
- High quality writing skills with ability to assimilate new information and analyse data in areas of work and come to an understanding of unfamiliar and complex issues
- Sound advice that supports Māori Health Team operationalise and deliver on their programmes of work

Desirable

- Experience working in the mental health, addiction, and disability sectors
- A first-hand experience and/or strong interest in supporting those who have lived and are affected by mental illness, distress and/or addiction would be highly valuable.

Health, safety and wellbeing

At Te Hiringa Mahara we expect all our individual contributors to:

- Help maintain a safe working environment by complying with and supporting all health and safety policies, guidelines, and initiatives
- Know what to do in the event of an emergency or if a health and safety incident or near miss occurs

- Know how to keep yourself and others safe at work from hazards and risks relevant to your role.

Diversity and Inclusion

Te Hiringa Mahara welcomes and supports people of all gender identities, ages, ethnicities, sexual orientations, disabilities, and religions. A requirement of this role is to actively support and promote our diversity and inclusion principles.

Key Competencies

Commitment to purpose - is committed to the organisation's goals and strategies, and understands the socio-political context in which it operates

Te ao Māori - has the skills, understanding and confidence to work in true Te Tiriti o Waitangi partnership with Māori, as set out in the Te Arawhiti capability framework

Collaboration - builds and maintains highly effective working relationships with stakeholders and partners

Teamwork - builds and maintains highly effective working relationships with colleagues within the Commission

Impact & advocacy - is committed to creating system transformation and understands how to prioritise for greatest impact

Delivering results - sets objectives, plans and organises activities and resources to achieve results

Analysis & judgement - high quality of writing skills, uses logical thinking and analysis to clarify and resolve problems and make decisions.