

Fixed-term position

Kaihingonga Matua Māori | Senior Māori Project Lead

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| Manager | Chief Advisor Māori | | |
| Location | Wellington | | |
| Direct reports | None | Delegations | 0 |
| Date | November 2021 | Job band | 17 |

About the Mental Health and Wellbeing Commission

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 New Zealand.

The Commission is an organisation committed to being grounded in Te Tiriti o Waitangi. Not only does the Commission have legal obligations to take account of Te Tiriti o Waitangi in its work, but we are committed to enabling a system that achieves better and equitable mental health and wellbeing outcomes for Māori.

The Commission is also required to seek the views of people who have experienced mental distress or addiction (or both) and the persons (including family and whānau) who support them.

We are a new Commission established to provide system oversight and leadership of the transformation of our mental health, addiction, 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.

Te Tiriti o Waitangi

We are an organisation grounded in Te Tiriti o Waitangi. Te Tiriti o Waitangi informs the Commission's partnership approach with Māori as tāngata whenua. We aim to work in partnership with Māori, to engage with and understand perspectives of Māori, and to ground a te ao Māori approach in all our work. Te Tiriti o Waitangi underpins everything the organisation does.

Vision, Mission and Values

The Commission has an interim vision, mission and values for its establishment phase. The Commission is developing its strategy, including vision, mission, values and priorities.

The interim vision is: **Tū tangata mauri ora**, flourishing together.

The interim mission is: **Whakawāteatia e tātou he ara oranga**, clearing the pathways to wellbeing

The interim values are:

Pono ki te kaupapa – we commit to better and equitable mental health and wellbeing outcomes for people in Aotearoa

Kanohi kitea – We are seen, visible, and accessible to people, whānau, and communities

Tika – We search for the truth and report with accuracy

Ngākaunui – We conduct our work with empathy and compassion.

Organisational Structure



Position purpose

The Kaihingonga Matua Māori | Senior Māori Project Lead role is responsible for implementing the Commission's Te Tiriti o Waitangi three-year work plan. The comprehensive work plan aims to build authentic and enduring partnerships and relationships with Māori, grow capability of our Commission whānau, engage appropriately with Māori, and review our tikanga to ensure policies and processes are consistent with our commitment to be grounded in Te Tiriti o Waitangi.

This is a hands-on role that will span across all teams within the Commission, supporting the Commission to advocate for system transformation that centres on equity, Te Tiriti o Waitangi, the rights of Māori, and the moemoea expressed by whānau and tāngata whaiora across Aotearoa. The role will be supported by our Chief Advisor Māori and Ngā Ringa Raupā.

Key functional accountabilities and deliverables for this position

- Lead the effective implementation of the Commission's Te Tiriti o Waitangi three-year work plan, including the development of annual action plans and delivery of the Commission's Year 1 Te Tiriti o Waitangi action plan.
- Implement performance monitoring, evaluation, and reporting frameworks for key work programmes that impact on Māori. This also includes sharing high-level knowledge of Māori health and / or Māori mental health frameworks.
- Lead projects and work areas as approved by the Chief Advisor Māori, working with others to ensure all work is well-planned. This includes taking strategic and tactical approaches to achieve results through high-quality advice.
- Provide consistent high-quality advice and support to the Chief Advisor Māori and to Ngā Ringa Raupā on working to the Commission's commitment to be 'grounded in Te Tiriti o Waitangi' and the Commission's Te Tiriti o Waitangi position statement.
- Prioritise te ao Māori worldviews in all work that is undertaken, including tikanga, te Reo Māori, mātauranga Māori / knowledge, research, addressing Māori equity, contributing to improved Māori wellbeing outcomes, and authentic engagement and relationships with Māori and tāngata whaiora (lived experience).
- Provide relevant and appropriate support to the work with the Commission's other priority populations.
- Enhance the capability of the team through guiding and mentoring other team members during their day-to-day work.
- Use extensive networks respectfully and appropriately in the Māori mental health and addiction sector with tāngata whaiora, whānau, hapu, iwi, Kaupapa Māori providers and communities to further the objectives of the Commission, ensuring culturally appropriate connection, collaboration, and co-design.
- Ensure all work reflects our responsibilities to prioritise equity and meet the Commission's Te Tiriti o Waitangi priorities and commitments.

Key relationships

Internal

MHWC colleagues

Ngā Ringa Raupā

Principal Advisor Māori Whānau Lived Experience

External

Māori mental health providers

Key agencies in discussion

with Chief Advisor Māori

Health, safety and wellbeing

At the Mental Health and Wellbeing Commission we expect all of our Individual Contributors to:

- help maintain a safe working environment within the Commission 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

The Commission 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.

Person specification

- Demonstrated commitment to Te Tiriti o Waitangi and a commitment to improving equity of outcomes for whānau, hapu, iwi, tāngata whaiora and communities.
- Knowledge and understanding of te reo Māori, tikanga Māori, and mātauranga Māori, and comfortable in Māori environments.
- Māori lived experience of mental distress or addiction (or both) will be highly regarded.
- Relevant tertiary qualification and / or equivalent experience.
- Policy and project management skills, knowledge, and experience.
- Previous successful experience in working to improve Māori health outcomes and reduce inequities.
- Demonstrated ability to operate and contribute at a strategic level.
- Knowledge of mental health and addiction services and systems.
- Knowledge of the broader wellbeing system, including social and economic determinants of mental health and wellbeing.
- Experience in analysing and interpreting high level issues and information about te ao Māori perspectives and the ability to present information in simple and clear ways to enable effective decisions.
- Excellent organisational skills along with the ability to think ahead, use initiative, establish priorities, and meet deadlines while preserving the highest levels of accuracy and confidentiality.
- Proven record of delivery of high-quality work and proactive advice, including when working with ambiguity and time constraints.

This position description is intended as an insight to the main tasks and responsibilities required for the role and may be subject to change in consultation with the job holder.

Key Capabilities

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| System and Commission Leadership | <ul style="list-style-type: none"> • Lead and communicate in an open, collaborative, impactful and inspiring way • Think, plan, and act proactively and strategically to engage others in the vision, and position teams, organisations, and sectors to meet strategic outcomes • Enhance the performance and build the capability of the team; motivate people to action; prioritise coaching and developing staff • Ensure people are clear about what is expected of them and hold others accountable in a respectful way • Support the development of team cultural competence, including te Reo Māori and tikanga capability • Commit to diversity, equity, and inclusion as priority practices in strategy and decision making. |
| Relationships and Stakeholder Engagement | <ul style="list-style-type: none"> • Identify, build, and foster collaborative external relationships that can influence and progress the organisation's strategic objectives • Engage widely and work to reach alignment with groups who have different perspectives • Work in partnership with Māori and other priority population groups, taking the time to earn their respect • Understand principles of Māori inter-relationships and acknowledge when dealing with people. |
| Strategic and business planning | <ul style="list-style-type: none"> • Contribute to organisational strategic planning, ensuring alignment to legislative requirements, our operating model, our commitment to Te Tiriti o Waitangi, and our strategy • Develop team business plans that are aligned to strategic objectives, identify work priorities, and take a strong evidence-based approach to planning and decision-making • Scan the environment to determine factors that will influence organisational success • Effectively navigate through complex political situations • Incorporate Māori concepts and values into planning and implementation approaches. |
| Advise and Influence | <ul style="list-style-type: none"> • Listen to the voice of Māori and priority population groups to ensure advocating for what is needed • Advocate for policy changes at the government and sector level that will enhance mental health, addiction, and wellbeing outcomes for Māori and other priority population groups • Analyse multiple sources of information and provide proactive and frank advice that is impactful, influential, and fit for purpose |

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| | <ul style="list-style-type: none"> • Think critically, display flexibility in analysing ideas and information; seek and value the input of others, make timely and effective decisions in the context of relative priorities • Is curious to know and learn more, which leads to creative solutions and better operating results • Able to influence others and shape policy debate • Anticipate and time the delivery of advice to maximise impact and influence. |
| Commitment to te ao Māori and tikanga Māori | <ul style="list-style-type: none"> • Understand the principles of Te Tiriti o Waitangi and the importance of engagement with iwi, hapū, and whānau • Strong knowledge and understanding of te Reo Māori, tikanga Māori, and mātauranga Māori. • Comfortable in Māori environments and a commitment to development in te ao Māori and tikanga Māori • Commitment to participating in team tikanga / te Reo Māori learning sessions. |
| Personal Leadership | <ul style="list-style-type: none"> • Model the Commission's values • Demonstrate drive, ambition, optimism, and a delivery focus; make things happen and achieve ambitious outcomes • Work at the right level and on the right things; deliver on their short-term and long-term objectives • Display courage, resilience, humility, and integrity; manage reactions and demonstrate composure and consistency in their behaviour and emotions • Self-assess on what they do well and less well; seek and value feedback; committed to developing and improving themselves • Model clear, honest conversations that respect different points of view. Facilitate the prevention and / or resolution of conflict while preserving working relationships. |
| Technical knowledge | <ul style="list-style-type: none"> • Demonstrate the qualifications, skills, knowledge, and experience required to successfully undertake the position (detailed in the person specification of the position description). |