

## POSITION DESCRIPTION

**Role Title:** Senior Advisor – Māori

**Business Unit** Māori Development

**Reports to:** General Manager, Māori Development

**Salary Band:** tba

Barnardos is New Zealand's leading children's charity, doing more for Kiwi kids. Every year our services and people make a real and positive difference in the lives of thousands of children, young people and their families.

### Our vision / moemoeā

An Aotearoa New Zealand where every child shines bright.

### Our mission/kaupapa

Be the voice and greatest fan of the next generation

Shape brighter futures via early education and targeted social services

Create insightful ways to empower tamariki/children to shine bright

### Our Guiding Principles

Kotahitanga – Unity

Ata Whakarongo – Hear with Intent

Mahi tōtika – Do the Right Things Well

Māiatanga – Realise Potential

Kaikōkiritanga – Progress with Purpose

## Purpose of the role:

The Senior Advisor Māori Development will support managers and staff to make a positive difference for tamariki, rangatahi and whanau by strengthening relationships with Iwi, hapu, Kaupapa Māori organisations and other external stakeholders. The role will provide leadership and support across Barnardos to understand and appreciate structures within Māoridom which are essential to successful outcomes for young people. The role will develop tools and guidance that will increase the competence and confidence of staff to meet the cultural needs of young people and their families/whānau.



## Key Result Areas

### Cultural leadership, advice and support

**Outcome:** Management and staff receive sound and appropriate cultural support and advice.

- Provide appropriate guidance and support, ensuring that a positive staff culture and well-integrated cultural practice and programmes are developed and maintained.
- Facilitate hui and support staff participation
- Actively participate in planning processes and evaluate practice from a Māori perspective and promote and guide necessary improvements.
- Ensure that practices are consistent within the Oranga Tamariki Act 1989, (Children's and Young People's Well-being Act 1989), Barnardos policies and procedures and other relevant legislation.

### Relationship Development and Management

**Outcome:** Respectful relationships with Iwi, Māori organisations, external agencies, and other key stakeholders are developed and maintained.

**Key responsibilities include**

- Develop strong collaborative relationships with community agencies and networks affirming their availability to inform service planning and delivery
- Support parent/whānau networks by promoting authentic client family/whānau participation
- Demonstrate appropriate professional conduct at all times to ensure that Barnardos reputation is maintained in the community.

### Training and Development

**Outcome:** Staff are able to confidently apply a Te Ao Māori lens to their work.

**Key responsibilities include**

- Develop tools, programmes and facilitation that builds competence and capability in Māori models of practice, Tikanga and Te Reo, using blended learning practices and leveraging the Barnardos Ignite learning management system
- Provide advice and support to managers on staff training and development needs
- Work collaboratively with staff to strengthen Māori cultural knowledge and the integration of Māori beliefs that reflect the commitment to Te Tiriti o Waitangi.



- Participate and contribute to the provision of cultural training and development

## Ngā Pou e Whā (Māori Strategy)

**Outcome:** Ensure all relationships are built with consideration of the Barnardos values, core principles and Ngā Pou e Whā (Māori Strategy).

**Key responsibilities include:**

- Support the review and ongoing development of Ngā Pou e Whā to ensure it continues to meet Barnardos strategic goals
- Play a leadership role in ensuring all employees engage in Barnardos values, Ngā Pou e Whā and strategic plan.
- Have a sound understanding of the principles of Ngā Pou e Whā, the Te Tiriti o Waitangi and the ability to apply them to everyday practice.
- Ensure that all relationships are built with consideration of the Barnardos values, core principles and Ngā Pou e Whā (Māori Strategy).

## Health, Safety and Environment

**Outcome:** A safe and healthy working environment is maintained at all times.

**Key responsibilities include:**

All staff are personally accountable for:

- Comply with occupational health and safety legislation and regulations.
- Be familiar with and observe all safe work policies, procedures and instructions specific to both Ministry of Education and Barnardos sites .
- Promote and participate in health and safety, maintain a safe workplace, and ensure that all equipment is used correctly at all times.
- Take responsibility for own health and safety and ensure no action or inaction on your part harms others in the workplace.

## Other Duties as Required

**Outcome:** Perform other duties which may reasonably be required which fit the role's purpose, and for which the position holder is qualified or has received adequate training or instruction.

The key responsibilities of the role may change from time to time to ensure that Barnardos is able to adapt and respond to changes in the business environment. Any significant changes would be discussed between the jobholder and their manager.

## Key Relationships

All Barnardos employees have a responsibility for developing and maintaining excellent relationships. In this role, the **key relationships** to be developed are as follows:

Who does the job holder work with inside Barnardos NZ	Who does the job holder work with outside Barnardos NZ
GM Māori Development	Local Iwi representatives
Executive Leadership Team	Community based organisations
Barnardos Early Learning (BEL) and Child and Family Services (CAFS) Operational Teams	Government Agencies
Service Manager & Team Leaders	Family/whānau of youth
Administrative, support services staff locally and at NRC	

## Person Specification

Qualifications (or equivalent level of learning)

Essential	Desirable
A recognised tertiary qualification and appropriate experience in a related discipline (and/or proven high level skills and associated experience specific to the role)	Knowledgeable and experience of Māori & Indigenous Studies

## Experience

Essential	Desirable
Ability and proven skills to coach/support/mentor others	Experience in working with issues faced by staff who work with children and young people
People leadership experience to support staff	Experience in developing learning programmes, including e-learning and remote development support
Ability and proven experience working with staff groups and in a positive and supportive way	

## Knowledge

Essential	Desirable
Ability to demonstrate Māori cultural integrity including strong awareness of	A background in community engagement with Iwi and Māori groups



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ki ngā rangi tūhāhā**

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sensitivity and commitment to Te Tiriti o Waitangi	
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## Skills

Essential	Desirable
Confident and competent speaker of te reo and have a thorough understanding of tikanga and kawa	Effective presentation and facilitation skills
Clear and well-articulated written and oral communication skills (Māori and English)	Displays a positive attitude, maintains a healthy life-work balance and is comfortable with change
Well-developed conflict resolution skills and the ability to manage pressure effectively	Is flexible, adaptable, highly motivated and enthusiastic
Understanding of adult learning principles and practices	

## Children Act 2014

This role is not a Core Children's Worker under the Children's Act 2014.

## Delegations and Authority

### Human Resources

- No formal responsibility for staff.

### Financial – Budgetary and Expenditure Limits

- Authorised to spend from Manager's operating expenditure budget.

### Purchase Card (Freedom Card)

- No authority to commit to expenditure

### Correspondence

- No authority to sign external correspondence

## Authorisation of Position Description

Positions in Barnardos may change over time as the organisation evolves and priorities change. Responsibilities for this position may change as the job evolves over time and such change may be initiated as necessary by the manager of this position. all changes must be approved by the relevant Executive Leadership Team (ELT) member.

Authorised by:	General Manager, Māori Development
Date:	December 2020



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