Kaitohutohu Matua | Senior Advisor – Te Ao Māori

Working in the Public Service | Nga mahi o te tari kāwanatanga

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa.

i āianei, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i Te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

You can find out more about what this means at (https://www.publicservice.govt.nz/about-us)

About Stats NZ | Mō Tatauranga Aotearoa

As New Zealand's national statistics office, Stats NZ Tatauranga Aotearoa is uniquely positioned to support the decisions that the Government, Māori and Iwi organisations, businesses, NGOs, and New Zealanders make every day. Our structure, culture, and systems are designed with collaboration and customers in mind – mobilised and working together to realise our ambition: **About Aotearoa, for Aotearoa – data that improves lives today and for generations to come.**

The increased availability of data brings data-driven innovation. Insights obtained from exploring data can lead to new and creative approaches in business, public services, and customer experience – ultimately improving the wellbeing of New Zealanders. Stats NZ Tatauranga Aotearoa, as data stewards and leaders of the data eco-system proactively protect and enhance the provision of good quality data to realise the value of data.

Stats NZ Tatauranga Aotearoa is led by the Chief Executive who is also the Government Statistician and Government Chief Data Steward.

Te Tiriti o Waitangi

As an employee of Tatauranga Aotearoa Stats NZ and as a public servant, you are committed to upholding the spirit and essence of Te Tiriti o Waitangi. This means ensuring your work supports the provisions and principles of Te Tiriti o Waitangi, highlighting and acting on any breaches. By embracing and uplifting te reo Māori, tikanga practices and te ao Māori at work you are contributing to the Crowns commitment under the Public Service Act 2020 to engage with Māori and support the Māori-Crown relationship.

Role Purpose | Mō te tūnga

In your role as Kaitohutohu Matua | Senior Advisor – Te Ao Māori your responsibility is to enable the business to work with and for Māori. This includes improving information for and about Māori and increasing understanding and use of information by Māori.

You will work closely with the teams in the Statistical Delivery Branches to provide timely strategic and operational advice to increase the value and use of data for and about Māori through increased Māori participation in the surveys.

Requirements in your role may change with the needs of the organisation.

Key Outcomes	Accountabilities
You are known for your professionalism and leadership	• Developing and mastering own approach and working style to reflect the organisational values and leadership behaviours. • Developing and mastering own technical and subject matter knowledge. • Being aware, and understanding implications, of external changes and wider developments in te ao Māori as they relate to the data eco-system. • Actively sharing and promoting best practice and standards amongst peers. • Demonstrating thought leadership within sphere of influence. • Providing coaching and feedback to peers to support development to achieve team and Branch goals. • Contributing to the identification of work priorities, seeking feedback from the wider team. • Lead the integration of Māori economic perspectives and Māori business statistics across the programme of work, ensuring alignment with iwi, Māori business, and government needs. • Provide advice, guidance, and peer review to ensure te ao Māori and Māori business views are reflected in statistical outputs. • Build and maintain trusted relationships with Māori businesses, iwi authorities, and Māori organisations, supporting collaboration on data initiatives. • Bring expertise on Māori business practices and Māori data aspirations to programme design, analysis, and reporting. • Maintaining a sense of professionalism, ethics, maintaining confidentiality and privacy, and abiding by our Code of Conduct.

Demonstrates commitment to Stats NZ Tatauranga Aotearoa policies, procedures, strategy, and related initiatives.	• Actively supports our Strategy, Mana Ōrite Relationship Agreement, Statistics Act 2022 and abides by other policies. • Actively supports and engages with our Diversity, Equity and Inclusion Roadmap, policy, and principles. • Actively demonstrates The Way We Work principles which speak to what we care about, how we do things and what is needed for all our people to be successful in our organisation. • Demonstrates commitment to being a confident and capable partner of Te Tiriti o Waitangi. This includes an understanding of its relevance to your role as a public servant and the work you undertake at Stats NZ Tatauranga Aotearoa and building knowledge in te ao Māori, te reo Māori and tikanga.

Demonstrates as a model public servant committed to initiatives and values outlined in the Public Service Act 2020 and any subsequent adaptions.	• Support and promote initiatives from Te Kawa Mataaho Public Service Commission, including Papa Pounamu and Kia Toipoto.
	• Develop and maintain cultural capability to positively contribute to Māori Crown Relations initiatives, and provisions and principles of Te Tiriti o Waitangi.
	• Adhere to Ngā uara o Te Ratonga Tūmatanui Public Service values as per section 16 of the Public Service Act 2020:
	  ○ Impartial – treating people fairly without personal favour or bias.
	  ○ Accountable – taking responsibility and answering for work, actions, and decisions.
	  ○ Trustworthy acting with integrity and being open and transparent.
	  ○ Respectful – treating all people with dignity and compassion, acting with humility.
	  ○ Responsive – understanding and meeting people's needs and aspirations.

Demonstrated commitment to Health, Safety and Wellbeing while at work.	• Take personal responsibility for your own health safety and wellbeing. • Ensure your actions or lack of action do not adversely affect the health and safety of others. • Report any incidents, near misses or any other concerns relating to health safety and wellbeing. • Make all efforts to comply with Tatauranga Aotearoa Stats NZ Health Safety and Wellbeing policies and processes to ensure the organisation is compliant with the current Health and Safety Act or regulations.

Person specification | Ngā āhuatanga e hiahiatia ana e mātou

Core requirements

- A relevant tertiary qualification and/ or equivalent three years' relevant experience for this role.
- Experience using everyday office software including a laptop/tablet, phone, Microsoft suit of products e.g., Outlook, Word, Excel, Intranet, online communications channels for meetings and chat.
- Written and oral communication skills suitable for a varied audience in a corporate setting, including experience in presenting written information for a range of audiences.
- Competency or fluency in te reo Māori language or possess a willingness to develop knowledge and competence. (By 2040 Government aims to have 85% of its workers speaking te reo Māori).
- Understands Te Tiriti o Waitangi relevance to own role as a public servant and seeks opportunities to better meet the information needs of Māori. Supports initiatives to increase responsiveness to Māori.
- Information and data governance:
    - Understands, applies and manages, compliance by others with Stats NZ's information and data governance standards and protocols.
- Reliability:
    - Upholds our proud history of operating with integrity, and being fair, impartial, responsible, and trustworthy in everything we do.

Desirable

- A broad knowledge of the machinery of government and working in the public sector would be an advantage.
- While te reo fluency is not a requirement of the role (but would be valued), you will be expected to actively apply knowledge of te reo me ona tikanga Māori and build knowledge of te ao Māori. A comfortableness engaging in Māori communities and settings is absolutely required.
- Ability to apply a partnership approach to your work and encourage colleagues to do the same to increase Māori participation in work and decisions that will have impact on Māori.
- Knowledge and experience in supporting the development and deployment of programmes, frameworks and/or models that enhance responsiveness to Māori.
- Understanding of topic specific areas appropriate to the work of the business group including at least one of programme design and co-design principles, planning, and processes; programme deployment; data management or analysis, statistics; project management; communications and marketing; customer and community engagement; and/or quality assurance.
- Deep understanding of Māori economic development and Māori business contexts, with demonstrated ability to provide advice and guidance on integrating these perspectives into programmes of work.
- Proven experience building and maintaining trusted relationships with Māori organisations, whānau, hapū, iwi, and Māori businesses, including representing the organisation in senior-level engagement.
- Agile in thinking and working, comfortable working in both a non-structured and structured way.
- Possess a relevant tertiary qualification with at least eight years' experience, or extensive and comparable relevant experience.

- A working knowledge and understanding of *te reo me ona tikanga Māori* is desirable, and comfortableness engaging in Māori communities and settings is required.
- Established connections to iwi and Māori communities that informs your appreciation of the challenges facing Māori whānau and communities, as well as their aspirations, and how this relates to the collection and use of data.
- Possess the *mana* to engage with others, and influence and lead them to achieve enhanced Māori responsiveness and Māori-focussed outcomes.
- Experience managing complex sets of relationships with tact and diplomacy while delivering on agreed outcomes.
- Ability to apply a partnership approach to your work and encourage colleagues to do the same to increase Māori participation in work and decisions that will have impact on Māori.
- Knowledge and experience in project managing the development and deployment of programmes, frameworks and/or models that enhance responsiveness to Māori.
- Understanding of topic specific areas appropriate to the work of Census including at least one of programme design and co-design principles, planning, and processes; programme deployment; data management or analysis, statistics; project management; communications and marketing; customer and community engagement; and/or quality assurance.

Specialist Data Capability Unit | Pūmanawa Raraunga Mātanga

This team comprises specialist data expertise that will work broadly across the Insights & Statistics group (and wider organisation). This includes roles with expertise in Te Ao Māori, Pasifika, Rainbow communities' data and accessibility.

This team is expected to work collaboratively across the group providing consultancy-type expertise and increasing our overall capability and capacity to engage and work in partnerships with these communities as an organisation.