

Ngā Kōrero e pā ana ki te Tūranga

Job Description

Manager, Māori Outcomes

Business Group	Te Mahau Education Services
Location	Wellington preferred (alternate locations considered)
Salary band	M6

Mahi i roto i te Ratonga Tūmatanui | Working in the Public Service

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

Mō ētahi atu kōrero hei whakamārama i tēnei kaupapa, haere ki | You can find out more about what this means at [Role and purpose - Te Kawa Mataaho Public Service Commission](#).

To Mātou Aronga | What we do for Aotearoa New Zealand

At Te Tāhuhu o te Mātauranga | Ministry of Education, delivering our purpose makes a real difference to all ākonga of Aotearoa:

He mea tārai e mātou te mātauranga kia rangatira ai, kia mana taurite ai ōna huanga
We shape an education system that delivers excellent and equitable outcomes

We fulfil our purpose by:

- delivering services and support nationally, regionally and locally to and through the education sector and in some cases directly to ākonga and whānau
- shaping the policies, settings and performance of the education system so that it is well placed to deliver equitable outcomes for ākonga and their whānau, from early learning through tertiary.

Tēnei Tūranga | About the role

The Manager, Māori Outcomes provides operational leadership to strengthen the delivery of equitable outcomes for Māori learners and Māori education provision across Te Mahau | Education Services as the Ministry's operational delivery business group.

The role acts as a key operational connection between Te Pou Tuarongo | Māori Education national Māori education leadership and Te Mahau | Education Services regional delivery functions, ensuring that Māori education priorities, practice guidance, and system expectations are effectively implemented, monitored, and continuously improved.

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Working across Te Mahau | Education Services, the Manager enables integrated decision-making, performance improvement, capability development, and service delivery that supports the aspirations of Māori learners, whānau, hapū and iwi. The role works closely with regional teams and partner functions including Service Design, Business Strategy, Performance and Insights, and Business Operations to ensure a coherent and connected approach to improving outcomes for Māori learners and Māori education provision.

The role also provides leadership and delivery oversight for designated national services and initiatives.

Ngā Haepapa | Accountabilities

As a Manager within Te Tāhuhu o te Mātauranga | the Ministry of Education you will:

- Give effect to the Ministry's purpose and operating model, supporting and enabling Te Mahau | Education Services.
- Lead, develop and implement an integrated workplan that is aligned to the Ministry's priorities and work programmes.
- Collaborate across the Ministry to lead and manage plans and workflows, incorporating technical expertise as needed to deliver improved services and outcomes.
- Lead, manage and contribute to the monitoring and reporting of delivery against workplans and outcomes.
- Plan and manage budgets to support sound financial management and expected return on investment.
- Identify, mitigate and manage risks to delivery and to the reputation and integrity of the Ministry.
- Build workforce capability and diversity by supporting others to grow, embrace change and seek out diverse perspectives.
- Create and maintain a safe, positive and inclusive workplace where people collaborate and are supported to perform at their best.
- Role model authentic practice to build capability as a good kawanatanga partner.
- Create and support networks that support kaimahi to have a voice.
- Collaborate with others to identify priorities and interdependencies and deliver outcomes for Te Mahau | Education Services.
- Use data and insights to make evidence-based decisions and to respond effectively to the needs of internal and external customers.

As the Manager, Māori Outcomes you will:

Māori Outcomes and Integration

- Support the implementation of Māori education priorities, frameworks and practice guidance across Te Mahau | Education Services.
- Provide operational leadership to ensure Māori outcomes are considered and embedded within planning, delivery, performance and continuous improvement activities.
- Deliver assigned work programmes that support ākonga Māori, whānau and iwi/community success.
- Enable alignment between national Māori education direction and regional service delivery.
- Support Te Mahau | Education Services to meet its obligations under Te Tiriti o Waitangi through effective operational practice and service delivery.
- Promote a connected systems approach that strengthens outcomes for Māori learners, whānau, hapū and iwi.

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Stakeholder Engagement and Partnership

- Build and maintain strong, trusted relationships with Māori stakeholders, including iwi, hapū, and community groups.
- Enable meaningful partnership and co-design opportunities with Māori.
- Work collaboratively with practice centres, regional teams, , Te Pou Tuarongo | Māori Education and policy teams to embed Māori perspectives.
- Provide operational advice and support to Te Mahau | Education Services functions on the implementation of Māori education priorities and outcomes.
- Work closely with Te Pou Tuarongo | Māori Education to support implementation, delivery and continuous improvement of Māori education priorities across the Ministry.

Practice Implementation and Capability Support

- Support the implementation of Māori education frameworks, standards and approaches developed through the Māori Education Practice Centre.
- Work with Service Design teams to ensure Māori outcomes are appropriately reflected in service design, implementation and improvement activities.
- Enable regional teams to effectively apply Māori education practice and guidance within local contexts.
- Identify implementation challenges, emerging needs and opportunities for improvement, and feed these back into the Māori Education Practice Centre.
- Promote consistent application of Māori education priorities across Te Mahau | Education Services services and regions.

Insights and Continuous Improvement

- Identify systemic barriers and opportunities to improve outcomes for Māori.
- Drive continuous improvement and innovation in how services are delivered for Māori.
- Work closely with the Manager Business Strategy, Performance and Insights to provide ensure equitable outcomes are considered and embedded into performance reporting framework.
- Monitor implementation effectiveness and provide feedback loops between regional delivery teams and the Māori Education Practice Centre.
- Use performance information, operational insights and Māori learner outcome data to identify opportunities for improvement.
- Support evidence-based decision-making that improves outcomes for Māori learners and Māori education provision.

People Leadership

- Lead and develop a high-performing team Foster a culturally grounded, inclusive, and supportive team environment
- Build capability in kaupapa Māori design approaches within the team and wider organisation
- Mentor others across Te Mahau | Education Services to grow understanding of Māori-centred approach to service delivery.

Delivery and Performance

- Monitor the impact of services on Māori outcomes and ensure accountability for results.
- Ensure effective prioritisation and use of resources.
- Contribute to organisational performance and reporting requirements.

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- Where required, lead the design, delivery, and governance of national programmes focused on Māori outcomes to agreed outcomes and timelines.

You will make decisions in accordance with the Ministry's policies and delegations framework.

Wheako | Experience

To be successful in this role you will have the following experience:

- Experience in service design methodologies (e.g. human-centred design), with the ability to integrate kaupapa Māori approaches.
- Proven experience designing and delivering services that improve outcomes for Māori.
- Demonstrated fluency in te reo Maori (written and spoken) is required to effectively engage with our Maori stakeholders.
- Experience engaging and partnering with Māori stakeholders, including iwi and community groups.
- Demonstrated people leadership experience, including building and supporting culturally capable teams.
- Experience using data, insights, and lived experience to inform decision-making.
- Experience working in public sector, education, or social services environments (desirable).

Ngā Āheinga | Capabilities

To be successful in this role you will have the following capabilities and competencies:

- Strong understanding of te ao Māori, tikanga Māori, and mātauranga Māori.
- Demonstrated commitment to Te Tiriti o Waitangi.
- Strong stakeholder engagement and influencing skills across diverse groups.
- Ability to translate complex needs into practical, culturally grounded solutions.
- Strong facilitation, communication, and relationship management skills.

Tātai Pou | Our Cultural Competency

Tātai Pou is the Ministry's Māori Crown Relations capability framework. Tātai Pou is designed to support our people and organisation to give effect to the articles of te Tiriti o Waitangi in our work. The work-based capabilities have four focus areas and describe four levels of competency (high, confident, developing and essential) that enable us to deliver our partnership approach so that Māori enjoy and achieve educational success as Māori.

Pou Hono Valuing Māori	Confident
Pou Mana Knowledge of Māori content	High
Pou Kipa Achieving equitable education outcomes for Māori	High
Pou Aroā Critical consciousness of racial equity for Māori	High

Leadership Success Profile - Te Kawa Mataaho | Public Service

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Commission

Leadership matters. Strong leadership at every level in the Public Service will transform the experiences of New Zealanders. The Leadership Success Profile establishes “what good looks like” for leadership at all levels. Information about how the Leadership Success Profile applies to this role is available on the Ministry’s intranet.

Ngā Whakaaetanga | Approvals

Date Reviewed and Approved	19/08/26
Approved By	Geoff Short, Hautū, Te Mahau Deputy Secretary, Education Services