

Ngā Kōrero e pā ana ki te Tūranga

Job Description

Manager, Te Reo Māori Supply and School leadership

Business Group	Te Pou Ohumahi Mātauranga Education Workforce
Location	Wellington preferred
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***

Ka tutuki nei tā mātou aronga mā tei | We fulfil our purpose by:

- whai kaha ki te tautoko, ki te whakarato tika i te rāngai mātauranga o te motu, o ngā rohe hoki, ā, he wā tōna ka mātai tonu atu ki te ākonga, ki te whānau anō hoki | delivering services and support nationally, regionally and locally to and through the education sector and in some cases directly to ākonga and whānau
- waihanga i ngā kaupapahere, ngā horopaki me ngā tikanga o te pūnaha mātauranga kia rangatira ai, kia mana taurite ai ngā huanga ki ngā ākonga me ngā whānau i te reanga tamariki tae noa rā ki te reanga pakeke | 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, Te Reo Māori Workforce Supply & School Leadership leads a team focused on:

- lifting the number, diversity and calibre of the education workforce working in te reo Māori in kura and early learning services; and
- the development and retention of school leadership (including aspiring school leaders) in all contexts.

The Manager, is responsible for forming and delivering a suite of targeted initiatives, aligned to Government

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expectations and commitments, shaping the supply of a workforce with the appropriate skills and qualifications to lead, teach and support ākonga in te reo Māori and English medium schools, kura and early learning centres.

The manager will need to be results driven and have the skills to lead a team developing innovative, practical, and effective customer centric policy options and initiatives.

Ngā Haepapa | Accountabilities

Hei Kaiwhakahaere mō te Tāhuhu o te Mātauranga, māu anō e:

- whakawhanake, e whakatinana, e whakatau anō hoki i ngā anga, i ngā pūkenga me ngā pūnaha whakahaere hoki e tika ana kia tutuki pai ai te ārahi tāngata me ngā tūraru e hāpai nei i ngā tikanga o te mahi whakahaere.
- whakapakari i te kaha me te manorau o te ohumahi mā te tautoko i te tangata kia tupu, kia ngākaunui ki ngā mahi hou, kia whānui anō ai āna tirohanga huhua ki te ao mātauranga.
- whakarite i tētahi wāhi mahi e tāwharau ana, e manaaki ana i te kaimahi, ā, e whakatenatena hoki ana i te ngākau ū, i te ngākau whakaohoho ki ngā mahi katoa.
- whakakaha i te hononga tika o te Karauna ki te Māori mā te whakatauiria i ngā tukanga Māori hei hoa haere kōtui pai o te Kāwanatanga.
- whakatikatika, e tautoko i ngā aka hononga tāngata tarāwhare e hāpai ana i te reo o ngā kaimahi
- tautoko i tā Te Tāhuhu kōkiri i ngā whakahaerenga o Te Mahau
- ārahi, e whakawhanake, e kōkiri hoki i tētahi rautaki whakahaere pāhekoheko me he hōtaka mahi e hāngai ana ki ngā rautaki matua me ngā whakaarotau a Te Tāhuhu
- tohutohu, e pūrongo hoki i ngā whakahaerenga e ai ki te rautaki, i ngā hōtaka mahi me ngā ahunga pūtea anō e tutuki ai ngā whāinga
- maherehere pūtea kia tika te whakapaunga moni hei whai mana ai ngā rauemi me ngā haupūrangā moni
- arohaehae i ngā raraunga kia tika te whakatau kaupapa hei āwhina i nga kiritaki tarāwhare, tarāwaho hoki
- wānanga tahi i te hunga whaipānga kia tautohu tika i ngā whakaarotau me ngā taupuhipuhi hei tutuki i ngā whāinga mō Te Mahau.

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.
- Lead, develop and implement a responsive and integrated functional strategy and work programme, aligned to the Ministry's strategy and priorities.
- Manage and report on delivery against the strategy, workplan and budget to support performance against outcomes.
- Plan and manage budgets to support sound financial management and deliver maximum value from resources and investments.
- Develop, implement and maintain the right frameworks, capabilities and systems to achieve operational outcomes, manage people and risk, and support operational compliance.
- 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 inspired to perform at their best.
- Strengthen the Māori-Crown relationship by role modelling authentic practise to build capability as a good

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kawanatanga partner.

- Create and support internal networks that support kaimahi to have a voice.
- Use data and insights to make evidence-based decisions and to respond effectively to the needs of internal and external customers.
- Collaborate with stakeholders to identify priorities and interdependencies and deliver outcomes for Te Mahau.

Hei Kaiwhakahaere mō te Ohumahi Reo Māori, māu anō e:

- whakahaere tikanga e ai ki ngā kaupapa o te ohumahi Reo Māori e whakamanea ana, e whakamau ana hoki i ngā kaiako me ētahi atu kaimahi mātauranga reo Māori pūkenga whakaako reo Māori rānei, kei ngā wāhi katoa e hiahia ana, e tika ana hoki
- whakahaere tikanga i te whanaketanga me te whai wāhinga o ngā kupu āwhina mō ngā take wawaotanga me ngā pūtea hei whakapakari i te putunga o te ohumahi Reo Māori
- whakahaere tikanga i te waihanga me te whanaketanga o ngā kaupapa hei tautoko i te oranga tonutanga o te ohumahi Reo Māori
- mahi ngātahi i a Te Mahau kia whakatutuki i ngā hiahia o ngā takiwā me ngā rohenga e ai ki te putunga o te ohumahi Reo Māori
- mahi ngātahi tika i te iwi, i ngā rōpū o Te Tāhuhu, i te rāngai mātauranga hoki kia puāwai ai te putunga o ngā kaiako e whakaako ana i te reo Māori
- e whakatairanga, e tautoko hoki, i te mana nui o te mahi whakaako kia whakapoapoa anō i te Māori kia uru atu ki te mahi kaiako hei umanga.

As the Manager Te Reo Māori Workforce Supply you will:

- Oversee the delivery of detailed design of the Te Reo Māori workforce supply initiatives to attract, retain and ensure that there are sufficient Kaiako and other members of the Te Reo Māori education workforce, in the locations where they are needed and with the capabilities that they need.
- Oversee the development and provision of advice on appropriate interventions and funding required to significantly improve the supply of the Te Reo Māori workforce.
- Oversee the design and development of initiatives to improve wellbeing for the Te Reo Māori workforce.
- Work in collaboration with Te Mahau to address significant supply needs in local and regional areas.
- Work effectively with iwi, groups in the Ministry and across the wider sector to grow the workforce supply of Kaiako teaching in Te Reo Māori.
- Promote and support the value of the teaching profession to encourage and attract Māori to choose teaching as a career.

Māu hoki e whakatau i ngā kaupapa katoa e hāngai pū ana ki ngā kaupapahere me ngā anga apatono a Te Tāhuhu.

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

Wheako | Experience

Kia tū pakari ai koe ki tēnei tūranga, kua whai wheako kē koe i ngā kaupapa e rārangi iho ana:

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- Kua ārahi tika i te tangata me te kaupapa i roto i te taiao whīwhiwhi
- Kua whakawhanake, kua whakatinana hoki i ngā rautaki, i ngā hōtaka mahi, i ngā pūnaha pūtea huhua
- Kua ārahi, ā, kua whakahaere hoki i te whanaketanga, te whakatinana, me te aroturuki i ngā pūnaha whakahaere, ngā anga me ngā tukanga mahi
- Kua ārahi tika i te hurihanga nui o tētahi tōpūtanga kia tutuki pai ai āna whāinga, ōna whakaarotau
- Kua waihanga, kua ārahi anō hoki i ētahi rōpū tāngata, ā, kua whakarite wāhi mahi e mauritau ai, e manaaki ai te ahurea o te tangata
- Kua whakarite i ngā hononga tāngata, ngā pātuitanga kia tutuki ai ngā huanga katoa
- Kua waihanga i ētahi whakaputanga kia ea ai ngā whāinga mō te iwi Māori, i te iwi Māori rānei, ā, kua tika hoki te whakamahi i ngā tukanga o te mātauranga Māori, me te mahi ngātahi hoki i te iwi, i te hapū, i te kura Māori rānei.

Kua ārahi hoki i ngā pūnaha āwhina, ngā pūnaha whakahaere hoki e tutuki ai ngā huanga o ngā rautaki.

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

- People and operational leadership experience within a complex environment.
- Experience in developing and delivering integrated functional strategies, work programmes and budgets.
- Experience in leading and managing the development, implementation and ongoing monitoring of functional systems, frameworks and processes.
- Experience in leading organisational change that delivers intended outcomes.
- Experience building and leading inclusive and diverse teams and creating a respectful, open and responsive culture.
- Experience in building relationships and partnerships to achieve shared outcomes.
- Experience designing outputs and delivering outcomes with and for Māori, making appropriate use of mātauranga Māori and engaging with Māori, iwi, hapu, and/or kura.
- Experience leading advice on and design of tactical operational initiatives to meet strategic objectives.

Ngā Āheinga | Capabilities

Kia angitu ai koe i te tūranga nei kua mau kē i a koe ngā āheinga me ngā pūkenga e rārangi iho ana:

- te whakaako me te whakatika tāngata kia whānui ake te hinengaro, kia puāwai ai te whakaaro kotahi me te mahi ngātahi.
- te whakamahi tika i ngā raraunga me ngā tirohanga hei tautohu i ngā ia o te wā, ngā tūraru me ngā whaiwāhinga kia tika te whakataunga o ngā kaupapa
- te whakarite me te manaaki i ngā hononga tāngata (e tika ana) o
 - ngā hoa kaimahi
 - ngā hunga whai panga
 - ngā iwi Māori
 - ngā Minita
- te mārama ki ngā whakahaerenga o te Kāwanantanga me ngā tukanga e tika ana mō te rāngai tūmatanui
- te whai pūkenga whitiwhiti whakaaro, whitiwhiti kōrero kei te taumata kairangi
- te ngākau nui ki te whakapakari pūkenga whaiaro, pūkenga ngaio anō hoki
- te mārama me te mōhio ki te whakamana i te Tiriti o Waitangi, ki te whakamahi hoki i ngā mātāpono me ngā whakamātau Māori hei tautoko i ngā tūhonotanga huhua ki te iwi Māori, ki ngā poari whakahaere kura, ki ētahi atu tāngata whai tikanga i te rāngai mātauranga.

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

- Proven ability to coach and constructively challenge others to shift mindsets and foster collaborative action.
- Proven ability to use data and insights to identify trends, risks and opportunities, and to inform functional decision making.
- A proven track record of building and maintaining trusted relationships with (as appropriate):
 - colleagues
 - stakeholders
 - Māori and iwi
 - Ministers
- Sound knowledge of government and public sector processes.
- Excellent interpersonal and communication skills.
- A track record of ongoing personal and professional development.
- Deep knowledge and understanding of how to give effect to Te Tiriti o Waitangi and operate using Te Ao Māori principles and approaches to sustain and grow effective respectful and productive working relationships with iwi, school Boards and other key sector participants.

Tātai Pou | Our Cultural Competency

Ko Tātai Pou te anga Tūāpapa Pūkenga Māori o Te Tāhuhu o te Mātauranga. Kua hāngai hoki ki a Te Arawhiti (te anga pūkenga i te hononga a te Karauna ki te Māori i te tūmatanui MCR) He anga e tautoko ana i te kaimahi me te tari anō hoki ki te whakamana i te Tiriti o Waitangi i roto i ngā mahi katoa. E whā anō ōna pou e tārai ana i ngā taumata pūkenga (pēnei i te kairangitanga, te tōpūtanga, te whanaketanga, te waiwaitanga) hei hāpai anō i tā tātou pātui tahi i a Māori kia angitū ai te mātauranga o te Māori.

Tātai Pou is our Māori Cultural competency framework. It has been aligned and is complementary to the Māori Crown Relations Capability Framework (MCR). 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, consolidation, developing and essential) that enable us to deliver our partnership approach so that Māori enjoy and achieve educational success as Māori.

Pou Hono Te whai painga o te Māori Valuing Māori	Confident
Pou Mana Te whai mōhio ki ngā kaupapa Māori Knowledge of Māori content	Confident
Pou Kipa Te whakatutuki whāinga mātauranga e mana taurite ana mō te Māori Achieving equitable education outcomes for Māori	Confident
Pou Aroā Te hinengaro arohaehae Critical consciousness of racial equity for Māori	Confident

Leadership Success Profile - Te Kawa Mataaho | Public Service Commission

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He Kōrero mō te Kaiārahi Momoho

Te Kawa Mataaho

E whai mana ana te toi kaiārahi. Me he kaha nei te kaiārahitanga kei ngā taumata katoa o te kawa mataaho tūmatanui, ka tika hoki ngā wheako ki ngā tāngata puta noa i Aotearoa. Ko te Kōrero mō te Kaiārahi Momoho “he whakatau anō i ngā mahi tika” a te Kaiārahi i ngā taumata katoa. Hei te paetuku matua o Te Tāhuhu o te Mātauranga ētahi atu whakamārama e ai ki te Kōrero mō te Kaiārahi Momoho.

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

Te Rā Arotake Whakaae Date Reviewed and Approved	3 February 2023
I whakaaetia katoatia e Approved By	Senior HR Advisor