



Ngā Kōrero e pā ana ki te Tūranga

Job Description

Education Adviser, Māori Engagement

Business Group	Te Mahau Takiwā
Location	Regionally based
Salary band	A7

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 Education Adviser, Māori Engagement works to support the individual student pathway for Māori children and young people, particularly those who are disengaged from education. They ensure

Māori children and young people, parents and whānau and iwi perspectives are considered and embedded in programmes of work, new initiatives, implementation and change, in order to deliver educational success.

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Ngā Haepapa | Accountabilities

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

- Share specialist knowledge across the organisation and with stakeholders, working with others to inform operational level decision making.
- Contribute to an effective team with a positive approach to the work environment that encourages and supports high performance, collaboration and problem solving.
- Lead the resolution of issues, identifying risks and solutions to protect and enhance the integrity and reputation of the Ministry.
- Lead or contribute to the development and implementation of innovative and fit-for purpose solutions and frameworks for current and future challenges.
- Develop and use data and insights to make evidence-based decisions and recommendations on operational issues.
- Build capability in others through coaching, quality assurance, and proactively sharing knowledge and expertise.

As the Education Adviser, Māori Engagement, you will:

- Ensure the interests, aspirations and needs of Māori children and young people, and their parents and whānau are integrated into local strategies to improve Māori student progress and achievement.
- Develop and deliver local initiatives that provide tailored support, advice and guidance to Māori children, young people and their whānau.
- Work with local managers to inspire, motivate and influence across the education and learning support teams in ways that effectively embed Māori learner and parent/whānau perspectives into business practices and priority work streams.
- Identify and engage other agencies and providers to ensure Māori children and young people are able to attend and participate in education.
- Consider and contribute to evaluation that delivers quality information to underpin design development, implementation planning and decision making.
- Collect, understand, and share intelligence about the interests and aspirations of Māori children, young people and their whānau. Work with colleagues to connect these with the interests of iwi, employers, and the community.
- Seek and interpret research, data, and qualitative information from a wide range of sources, to identify and respond to priorities and complex problems that impact on Māori children and young people.
- Provide advice which has a sound evidence base, identifies, and assesses options, identifies risks and implications, and presents clear recommendations.
- Support the wider education team to effectively integrate their work around the identified needs and aspirations of Maori in each community, and as appropriate for each context and situation.
- Work in partnership with parents, whānau, early learning services me kohanga reo and schools and kura, businesses and employers to understand their respective needs and provide a foundation for education success for Maori children and young people.
- Build trust and work collaboratively when engaging with internal and external colleagues and stakeholders to support problem solving and decision making and sustain improvement and change.

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

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Wheako | Experience

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

- Demonstration of a deep understanding of the aspirations, interests and needs of Māori children and young people, parents, whānau and iwi.
- Experience and knowledge of effective engagement strategies, at all levels, within the region.
- Strength in Te Reo Māori and tikanga Māori.
- Knowledge of Te Marautanga o Aotearoa, Te Aho Matua and/or Māori learning pedagogies
- Using statistical and demographic analysis and qualitative and quantitative data to inform and evaluate design.
- Experience with working with across multiple levels of teams and individuals.
- Significant relationship building and management experience including liaising with, communicating to, consulting with, and influencing stakeholders.
- Understanding of the importance of identity, language and culture and how to give practical effect to this in teaching and learning as an essential but not exclusive contributor to progress and achievement.

Ngā Āheinga | Capabilities

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

- A track record of bringing people together and leading, coaching and mentoring others to achieve outcomes.
- A proven ability to use data and insights to identify trends, risks and opportunities, to influence and guide organisational and system-level decision making.
- Excellent interpersonal and communication skills.
- A commitment to ongoing personal and professional development.
- Understanding of the principles of the Treaty of Waitangi and their implications on the operational policy within the education sector.
- Strong interpersonal skills to develop and maintain relationships in order to partner effectively with parents, whānau, and educators across a diverse range of settings and circumstances.

Tātai Pou | Our Cultural Competency

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 Valuing Māori	Developing
Pou Mana Knowledge of Māori content	Developing
Pou Kipa Achieving equitable education outcomes for Māori	Developing



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Pou Aroā Critical consciousness of racial equity for Māori	Developing
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Leadership Success Profile - Te Kawa Mataaho | Public Service 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	May 2023
Approved By	HR Advisory team