



Ngā Kōrero e pā ana ki te Tūranga

Job Description

Senior Advisor

Business Group	Te Pou Tuarongo
Location	Wellington
Salary band	A8

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 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.

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 excellent and equitable outcomes for ākonga and their whānau, from early learning through tertiary.

Tēnei Tūranga | About the role

The Senior Advisor – Integrated Insights provides support to help deliver on our purpose, in particular for Māori learners and their whānau and Māori language in education.

The role will:

- work across Te Pou Tuarongo to integrate insights that support the delivery of high-quality work within Te Pou Tuarongo and more widely
- provide expert advice and guidance on strategic and practical implementation of Ka Hikitia and Tau Mai Te Reo strategies to support an integrated delivery approach and excellent and equitable outcomes for Māori learners and all learners of te reo Māori.

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The Senior Advisor – Integrated Insights will also build and maintain relationships across Te Tāhuhu o Te Mātauranga and other education agencies to collect, capture and integrate insights.

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 Senior Advisor, Integrated Insights you will deliver the following:

Te Tiriti o Waitangi Partnership

- Work through formal and informal networks across Te Tāhuhu to promote understanding and respect for Te Tiriti | Treaty and tangata whenuatanga.
- Lead efforts to ensure the Tiriti | Treaty is considered as part of significant new policy developments or initiatives and provide expert advice and leadership in Te Tiriti | Treaty policy, strategy and work programme implementation.
- Contribute to the implementation practices in Te Tāhuhu that give life to a Te Tiriti o Waitangi partnership, through a focus on enabling Tino Rangatiratanga. And, applying te reo Māori, tikanga Māori, mātauranga Māori appropriately.
- Provide advice on policies and opportunities which foster improved understanding of Te Tiriti partnership responsibilities and make recommendations based on data and evidence.

Strategy

- Engage with strategic and business partners with a focus on Ka Hikitia and Tau Mai te Reo including internal hoamahi (colleagues), education sector partners and whānau.
- Provide advice to build coordinated leadership and action for the implementation of Ka Hikitia and Tau Mai Te Reo across the Ministry and to support sector-wide implementation.
- Make recommendations based on analysis and evidence to support the implementation of policy and strategy that drives the outcomes of Ka Hikitia and Tau Mai te Reo.
- Champion Te Tāhuhu efforts to shape practices that deliver on Ka Hikitia and Tau Mai te Reo.

Leadership

- Provide leadership within the team and Te Pou Tuarongo to support high quality service and advice that delivers on Ka Hikitia and Tau Mai Te Reo.

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Relationships

- Champion effective relationships practice within Te Tāhuhu and externally.
- Provide advice to hoamahi (colleagues) and leadership support efforts for Te Tāhuhu to be a culturally responsive organisation.
- Provide advice and insight to support the implementation of strategies to partner with iwi, hapū, whānau and Māori organisations to improve educational success.
- Actively contribute to the quality control of team advice and other work through regular participation in peer review, policy appraisal and discussion of issues.

Environmental Awareness

- Maintain a good awareness of current events, political context, and relevant organisational context to apply that information to enhance the quality of work produced by the Integrated Insights Team and Te Pou Tuarongo.

Ngā Āheinga | Capabilities

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

- A strong understanding of the political context and the machinery of government.
- Proactively applying Te Tiriti o Waitangi | the Treaty of Waitangi to strategy, policy and implementation.
- A proven understanding of honouring relationships and partnerships between Māori and the Crown to ensure excellent and equitable outcomes for Māori and Treaty settlement commitments.
- Familiarity with te ao Māori and understanding of te reo Māori, tikanga Māori and mātauranga Māori.
- A proven ability to provide strategic advice including the translation of national strategies into actionable insights to support the successful development, delivery and review of implementation plans.
- Proven ability to build and maintain relationships and influence others. Through strong interpersonal and communication skills.
- Proven ability to build and maintain relationships with Māori.
- Analytical thinking — synthesises complex data and policy to generate actionable insights.
- Communication — articulates ideas clearly and simply. Excellent written and verbal communication skills.
- Collaboration — works effectively across teams to give effect to and achieve strategic priorities.
- A commitment to ongoing personal and professional development.
- The ability and willingness to adhere to the Public Service [Ngā Paerewa mō te Ngākau Tapatahi me te Whanonga | Standards of Integrity and Conduct](#).

Wheako | Experience

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

- Proven track record of applying Te Tiriti o Waitangi | the Treaty of Waitangi in policy, strategy, or programme design and implementation.

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- Familiarity with te ao Māori, including working knowledge of te reo Māori, tikanga Māori, and mātauranga Māori in professional settings.
- Experience working in partnership with Māori, including iwi, hapū, and Māori organisations, to support improved outcomes is desired.
- Experience of working in Māori education to support excellent and equitable education outcomes for Māori learners and/or all learners of te reo Māori is desired.
- Experience of developing and implementing strategies designed to achieve equitable outcomes is desired.
- Experience in translating national strategies into actionable insights and implementation plans including measuring for impact.
- Experience in integrating insights from diverse sources to inform strategic decision-making and improve service delivery is desired.
- Experience in building and maintaining relationships across teams, business groups, agencies, including influencing senior leaders and stakeholders.
- Proven ability to communicate complex ideas clearly, both in writing and verbally, to a range of audiences.
- Experience in collaborative environments, working across teams or agencies to deliver integrated outcomes.
- Demonstrated analytical thinking, including the ability to synthesise data, and policy, into practical advice.
- Understanding of the machinery of government, including how policy is developed and implemented within a public sector context.
- Commitment to professional development and upholding the Public Service Standards of Integrity and Conduct.

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, 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	Developing
Pou Kipa Achieving equitable education outcomes for Māori	Confident
Pou Aroā Critical consciousness of racial equity for Māori	Confident

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.



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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	October 2025
Approved By	HR Advisory Team