

Ngā Kōrero e pā ana ki te Tūranga

## Job Description

### Senior Education Advisor, Māori Medium

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 whitake 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 Senior Education Advisor, Māori Medium contributes thought leadership and expertise to strategies, work programmes and complex system issues to support the achievement of outcomes aligned to the Ministry's purpose and agreed strategies.

As the Senior Education Advisor Māori Medium you will work directly with our tumuaki, senior school leaders, Kāhui Ako | Communities of Learning and Boards of Trustees on strengthening educational performance in kura and schools, with a particular focus on (but not restricted to) our Māori-medium kura.

The Senior Education Advisor Māori Medium engages with the learning community to broker and support the implementation of services, projects and initiatives.

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You will work to enable the positive changes required to lift aspiration and raise the educational achievement of Māori students and accelerate the rate of progress for those most underserved.

There is a clear focus in this support mahi on regional priorities. There will be opportunities and an expectation that you will contribute to support our wider Education Team mahi.

## Ngā Haepapa | Accountabilities

### As a Strategic Advisor 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.
- Share expert knowledge across the organisation and the system, working with others to inform system-level decision making.
- Lead the resolution of complex 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 strategic issues.
- Build capability in others through coaching, quality assurance, and proactively sharing knowledge and expertise.
- Strengthen the Māori-Crown relationship by role modelling authentic practise to build capability as a good kawanatanga partner.
- Bring together and lead multi-disciplinary teams as needed to deliver solutions, developing and implementing workplans and creating a positive and inclusive team environment.
- Build networks and collaborate with stakeholders to identify priorities and interdependencies and deliver outcomes for Te Mahau.

### As the Senior Education Advisor, Māori Medium you will:

- Provide advice and guidance on the implementation of services, projects and initiatives
- Deliver sound and well-informed advice on a range of regulatory and compliance issues
- Apply evaluative capability and advanced problem-solving skills to manage complex problems and decisions
- Lead portfolios and initiatives, deliver specific projects and coordinate the provision of specialised input into implementation
- Providing support, tools and advice to the community to assist them to develop plans in response to their identified achievement challenges
- Maintain and apply an understanding of the statutory and regulatory framework that the Ministry operates within.
- Champion and support the implementation of change and new initiatives
- Keep abreast of Ministry work progress and developments in the education sector, identifying implications and opportunities
- Provide advice on delivery issues, operational perspectives and policy implications with robust quality assurance, consistency, and monitoring of public expenditure for services and projects
- Draw on a range of evidence to inform implementation and planning
- Communicating effectively with leaders, team, and communities to ensure smooth transitions

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- Providing advice which has sound evidence base, identifies and assesses options, identifies risks and implications and presents clear recommendations
- Ensure tailored and responsive brokering of services and support is provided for individual education providers and the wider community as appropriate
- Demonstrate the significance of identity, language and culture in their work, and engage effectively with Māori
- Broker external support that is targeted to the specific identified root causes and needs of kura, schools and Kāhui Ako to support accelerated progress for students, particularly Māori students, Pasifika students, students with special education needs and students from low socio-economic families
- Use a range of organisational and facilitation skills to deliver a responsive service
- Foster the development of collaborative relationships widely in the community, and
- Make decisions in accordance with the Ministry's policies and delegations framework.

## Ngā Tohu Mātauranga Waiwai | Essential Qualifications

Relevant tertiary qualification in education or leadership, or equivalent level of practical experience required.

## Wheako | Experience

To be successful in this role you will have:

- Experience at a leadership level, ideally in a complex organisation
- Experience leading and contributing to strategic initiatives, work programmes or projects that have organisational impact
- Experience in driving organisational change aligned to a shared vision and strategic priorities that delivers intended outcomes
- Experience in building relationships and partnerships to achieve shared outcomes
- Teaching experience working in Māori Medium kura
- An appreciation of the importance of tikanga and knowledge of te reo Māori
- A strong understanding of Government decision-making and operating procedures
- Knowledge and understanding of the New Zealand education system and relevant legislation, and
- Cultural competence, capability and credibility and understanding the relevance of identity, language and culture for Māori, Pasifika and students with special education needs.

You will demonstrate an understanding of the Treaty of Waitangi and its implications for the work of the Ministry of Education especially in matters relating to Māori development and the partnership values that flow from the Treaty.

## Ngā Āheinga | Capabilities

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

- A proven 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.

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- A proven track record of building and maintaining trusted relationships with (as appropriate):
  - Colleagues,
  - Stakeholders,
  - Māori and iwi, and
  - Ministers.
- Sound political awareness and ability to navigate government processes and navigate ambiguity in a complex environment.
- Excellent interpersonal and communication skills.
- A commitment to ongoing personal and professional development.
- Be proficient in use of Te Reo Māori.
- Have knowledge and relationships with Māori communities, hapū and Māori medium education providers.
- Knowledge of Te Marautanga o Aotearoa, Te Aho Matua and/or Māori learning pedagogies.
- Specialist knowledge and experience facilitating hui, powhiri, tikanga Māori, and networking with iwi, hapū, runanga, and whānau.

## 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	Confident
Pou Mana   Knowledge of Māori content	Confident
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.

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