



## Te Kaiarataki Waka – The Navigator

### Position Description

## Mō mātou | About us

The Wise Group is a national provider of mental health, addiction and wellbeing services in Aotearoa. Our whānau of not-for-profit, community organisations share a common purpose: creating new opportunities for the wellbeing of people, vulnerable populations, organisations and communities.

Wise Management Services (WMS) provides infrastructure services to the wider Wise Group, including people and culture, IT, finance, operations, property, design and digital services. Our kaupapa is to power the Group every day, enabling entities to do great work and improve lives every day, everywhere.

The Wise Group's latest Group-wide strategy sets out a commitment to Te Tiriti and equity, and our most important challenge for the next few years:

Ko Te Tiriti o Waitangi tō mātou tūrangawaewae,  
Ko te mana taurite tō mātou whare,  
E eke panuku ai ā mātou mahi katoa.  
Te Tiriti is our bedrock, equity is our whare, everybody thrives.

## Mō tēnei tūranga mahi | About the role

As Te Kaiarataki Waka, WMS needs Te Ao Māori knowledge, capability, and lens across all of our work.

The areas of focus and priority for this role may include:

### *Charting the course:*

- Guiding the team – create an environment and deliver services that are culturally appropriate, safe, and relevant.
- Te Ao Māori competencies – develop competencies for WMS, leveraging existing frameworks and resources where appropriate (e.g. from across Wise Group).
- Te Reo Māori guidelines – develop Te Reo guidelines for use throughout WMS.

### *Guiding and steering:*

- WMS tikanga – shape, lead, support, advise and uphold the WMS tikanga.
- Cultural processes - support competent cultural processes (whakatau, pōwhiri, hui).
- Learning and development – support a programme of professional development for WMS.

### *Connecting people:*

- Inclusive engagement with Māori – facilitate and strengthen engagement with Iwi, Hapū, Kaupapa Māori Organisations, kaimahi Māori, whānau.
- Build relationships – appropriate expertise, relationships, people, and partnerships.



*Gauging the journey:*

- Outcome measurement – develop a basic measurement mechanism to show the progress that WMS is achieving in our Te Ao Māori journey.

*Navigating the future:*

- Continuous improvement – we are always learning and refining, doing better than yesterday, and working with Māori to find opportunities to do more, together.

## Hei Arotahinga | Focus

The focus and responsibilities for this role will include:

- Provide guidance and support to the COO and senior leadership team to ensure WMS services and programmes are informed by Te Ao Māori and meet Māori needs at both a strategic and operational level.
- Support the development of our cultural capability within WMS, working with our leadership team to further develop WMS tikanga. This is a leadership role that will also need to work respectfully and collaboratively with others in WMS and the Wise Group who also have knowledge of and expertise in Te Ao Māori.
- Build and maintain effective networks and strong relationships within the Wise Group and community - with iwi and hapū, Māori, and wider community organisations or agencies.
- Support WMS to identify which relationships need to be created, built, and maintained.
- Support and maintain connection with Te Kahukura, our Group-wide cultural leadership rōpū.
- Create credibility and trust when representing Wise Group and its entities.
- Manage, support and participate in projects, as required.
- Do whatever is required to ensure that we are making a difference for the people in our community.

## Ngā Kawenga | Requirements

The skills and experience required for this role include:

*Essential*

- A sound knowledge, understanding, and application of Te Ao Māori and Tikanga.
- High level of competence in Te Reo Māori (fluency is preferred).
- Strength-based approach to developing and increasing knowledge about Te Ao Māori.
- Commitment to uphold and defend the tikanga and mana of the organisation.
- Exceptional interpersonal skills, including the ability to engage well with others and positively influence outcomes.
- Ability to develop and maintain strong and effective relationships internally and with key stakeholders to help enable effective partnering to respond to the needs of Māori.



- Ability to work cross culturally and engage effectively with Māori and non-Māori.
- Ability to work within mainstream services and assist them to become more responsive to Māori.
- Excellent communication (verbal, written) and presentation skills.
- Strategic thinking, planning, and facilitation skills.
- Politically astute.

#### *Preferred*

- Experience with or strong knowledge of issues that impact Māori mental health and addictions sectors.
- Experience working in the health or social sector.
- Project management or programme development.

### The Wise Group has a clear position on some important things:

- **Indigeneity:** We recognise the unique status of Māori as Indigenous first nation people of Aotearoa.
- **Te Tiriti o Waitangi** We recognise the obligations inherent in Te Tiriti o Waitangi. For WMS, we will uphold the articles of Kāwanatanga, Tino Rangatiratanga, Ōritetanga, and Wairuatanga in our mahi. We also believe the preamble of Te Tiriti sets out a clear framework for Whanaungatanga.
- **Kaupapa tangata:** we embrace the concept of kaupapa tangata, being for and about people. We deeply understand the respective realities, contexts, world views and needs of the people we work with and for.
- **Mana enhancing:** to enhance mana is to act, behave and engage in ways that engender openness, trust and mutual respect. This is a process of connection and understanding. It is a strengths-based process that builds up and upholds people.
- **Assume positive intent** In our relationships and dealings with people, we will assume positive intent.
- **Indigeneity is ‘the responsibility of indigenous people to reproduce their social order with the responsibility of governments to assist them’** (Rowse, 1998, p.95). Rowse, T. (1998). Indigenous citizenship and self-determination: the problem of shared responsibilities. In N. Peterson & W. Sanders (Eds.), *Citizenship and indigenous Australians: changing conceptions and possibilities*. Cambridge: Cambridge University Press. MAI Review, 2007, 1, Peer Commentary 1 Page 1 of 4
- <http://www.review.mai.ac.nz> Indigeneity and Reconceptualising Māori Education Policy  
Dominic O’Sullivan



