

Position Description

Job Title: Kaihautū Kōtui – Māori Partnership Manager

Location: Sport Central, 14 Normanby Road, Mt Eden
or AUT Millennium, Rosedale

Reports to: Chief Executive

Reporting relationships: He Oranga Poutama Lead, Kaiwhakahaere

Aktive's Vision, Purpose & Strategic Priorities:

- **Vision:** Auckland - the world's most active city
- **Purpose:** Provide leadership to Auckland region that encourages, enables and inspires Aucklanders to lead more active lives through sport and active recreation
- **Te Tiriti o Waitangi:** We are committed to Te Tiriti o Waitangi and proactive engagement with and support the aspirations of Māori and iwi. We acknowledge mana whenua responsibilities for kaitiakitanga
- **Strategic Priorities:**
 - Underactive Aucklanders are More Active - *Kia kaha ake te kori tinana a ngā tangata kaore i te kaha ki te kori tinana*
 - Anywhere, Anytime activity - *Kia kori tinana, ahakoa te wā, ahakoa te wāhi*
 - Great spaces and places - *He tūhoropaki me ngā tūwāhi tino pai*
 - Keeping pace with a changing Auckland – *Kia oma tahi me te panoni haeretanga o Tāmaki Makaurau*
 - Partnering with Māori – *Kia mahi tahi me te Māori*
 - Together we go further – *Kia koke i roto i te kōtuitanga*
 - Leading the conversation – *Kia arahi i ngā wānanga kōrero*

Aktive's Values:

- **Gutsy/Kia maia:** We make transparent, bold decisions in pursuit of our vision for Auckland
 - **Be on the front foot/Kōkiri whakamua:** We take the initiative, adapt quickly to change and keep an eye on the horizon
 - **Team Up/Kia tū takitini:** We succeed by trusting each other and playing to each other's strengths
 - **Go Hard/Kia kaha:** We work with relentlessly, persevere and see things through
 - **Play it Straight/Kia tākaro tōtika:** We deal with the facts, focus on solutions and treat everyone fairly and with integrity
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Job Purpose:

Aktive has produced its long-term Strategic Framework, 2020-2040. Over the next four years, 2020 to 2024, Aktive will initiate implementation plans to the seven priorities. One of these key priorities is *Partnering with Māori*.

This role oversees the management of Aktive's current Māori targeted initiatives as we move to support and uplift collective leadership to action the new 2020-2024 "Partnering with Māori" priority.

The stated goal of this priority is that "*aspirations of Māori for increased participation and leadership as Māori in sport and active recreation are supported*".

Current initiatives:

- Oversee the strategy and delivery of He Oranga Poutama investment and other Māori targeted contracts with the HOP Lead
- Support key partner organisations to own cultural safety and competence, with a strategy to achieve this
- Coordinate and service strategic matters for perspective from Aktive's Māori Advisory Group in partnership with the CEO

Key strategic priority initiatives outlined in Aktive's long-term strategy:

- Partner with Māori organisations to support sport, play and active recreation that meet Māori aspirations and outcomes
- Champion access to resources in a way that supports Māori participating as Māori
- Inspire organisations within the sector to adopt kaupapa Māori approaches and to develop cultural confidence so they can successfully engage Māori.

Key Frames and Tools

Existing frames that are expected to underpin the implementation work are Te Whetū Rēhua and the *Auckland Approach to Community Sport*.

Developed as a programme management tool for He Oranga Poutama, there is an intent to trial using Te Whetū Rēhua as a workforce cultural competency support tool and a Māori responsiveness planning tool delivering to the *Auckland Approach to Community Sport*, particularly in prioritized Communities of Activity.

Accountabilities:

Leadership and Management:

- **Leadership** – provide open and accountable leadership in relation to the establishment and implementation of initiatives to deliver to 2020-24 strategic priorities
- **Annual Business Planning** – lead the development of annual business plans that deliver on Aktive’s strategic plan *and* funders’ contracts
- **Manage and Support the He Oranga Poutama Team Leader** to ensure achievement of the Sport NZ He Oranga Poutama contracted outcomes
- **Ensure Fulfilment of Other Funded Contracts** - Foundation North, Auckland Council etc - are met or exceeded
- **Contract Management** - ensure budgeting, planning, reporting, monitoring and/or evaluation requirements of contracts allocated to your portfolio are met on time, and to the funders’ expected standards
- **Aktive Māori Advisory Group (AMAG)**, with the CE, service and facilitate AMAG perspectives, that are of strategic importance to Māori to ensure Māori development and sport and rec sector strategy alignment
- **Development of Initiatives** - be the strategic lead for the development of initiatives and resources that support the strategy (e.g. Aktive’s Māori kete and the Iwi of Origin)

Bringing Strategy to Life:

- **Strengthen and/or develop appropriate new partnerships** to deliver to future key initiatives 2020-2024
- **Competent and Confident** – engage and support sector leadership to create and directly deliver on workforce and organizational action plans to the “Partnering with Māori” strategies, with a focus on cultural capability and safety
- **Iwi of Origin** – develop as a ‘flagship’ event for Māori
- **Resources** – contribute to securing financial, people and knowledge resources that will align and add to Aktive’s capability and capacity to deliver positive outcomes in partnership with and for Māori

Advocacy:

- **Establish and maintain effective relationships with key stakeholders** to be able to have strategic conversations that impact to increased outcomes for Māori through play, active recreation and sport and pathways important to Māori. Stakeholders may include but are not limited to AMAG, Iwi, Mataawaka, marae, kaupapa Māori and Māori sport, recreation, wellbeing entities, SNZ staff, local RSTs/CLM, recipients of Māori targeted investments, Auckland Council, funders, Māori business and government agencies
- **Convene and Influence** – appropriate leaders to highlight issues, directions, resourcing and actions to improve participation in play, active recreation and sport by and as Māori across Auckland.
- **Champion Māori perspectives and practice** to improve the likelihood of positive Māori outcomes, including increased participation in play, active recreation and sport

Catalysing Best Practice

- **Facilitate opportunities to tell stories** – work with internal and external research, reporting, monitoring and evaluation and marketing and communications staff to identify and/or use appropriate tools and ways to collect stories, data, insights to share good practice that contribute to systems change for improved Māori outcomes
- **Build capability** – ensure reporting, insights and evaluation approaches support Māori capability to tell their own stories; and non-Māori capability grows in their competency to work as allies, to improve outcomes by, for and as Māori via play, active recreation and sport

General

- Participate in cross-organisational work teams and projects
- Work within the policies and procedures of Aktive
- Promote and be an advocate for all Aktive initiatives and activities
- Be proactive in identifying personal training opportunities for continuous improvement to meet the duties and responsibilities commensurate with the nature of the position
- Be prepared to work flexible hours, including evening and weekend work from time to time
- Undertake such other duties and responsibilities commensurate with the nature of the position.

The Ideal Person

Aktive is looking for a special person who can inclusively navigate two worlds and is motivated to improve capability and understanding across a broad range of environments, so that engagement with Māori, and Māori participation rates, are improved.

The ideal person will be both innovative and action orientated, with great relationship building skills and an ingrained motivation to help others to learn and succeed.

Experience and Knowledge

- Minimum of 5 years experience in Māori contexts at a senior level
- Experience in management of staff
- Knowledge and understanding of the sport and recreation and/or health, social services, community or youth development sectors in Auckland
- Experience in planning, managing and prioritising competing tasks
- Proficient in Tikanga Māori and competent in Te Reo
- A commitment to Te Tiriti o Waitangi and to implementing the principles of partnership, protection, equity and access.

Skills:

- Strong leadership and group facilitation skills to bring individuals and groups together to create shared action plans linked to strategic goals
- Collaborative and consultative communicator, with the ability to relate to people at all levels and of all cultures
- Ability to lead, model and mentor people to practice Te Reo and tikanga Māori protocols
- Ability to work in both kaupapa Māori and general contexts
- Excellent verbal, written and presentation communication skills
- Strong planning, prioritising and organising skills
- Strong reporting skills, including holding others to account and documenting outcomes
- Good financial management skills
- Proficient in all MS Office applications
- Problem analysis and problem-solving skills
- Ability to identify, build and maintain strong relationships
- Good strategic agility
- Ability to influence and advocate
- Ability to work with high levels of ambiguity and complexity to create clear direction.

Attributes

- Acts with integrity to sound judgement and decision-making
- Desire to see action and results, with a focus on accountability and communication
- Proactive, uses initiative
- Resilient and able to cope under pressure
- Ability to work as part of a team or effectively autonomously when required
- High level of energy to drive projects forward
- High attention to detail
- Customer centric with a "can do" attitude
- Flexible in approach to work, able to work both strategically and "hands on" operationally.

Qualifications

- A relevant tertiary qualification in Māori development, sport/ physical activity or health or related area is preferred
- A current full driver's licence.

OTHER DUTIES

- This job description is a broad picture of the role at the date of preparation. It is not an exhaustive list of all possible duties and it is recognised that jobs change and evolve over time. Consequently, this is not a contractual document and the post holder will be required to carry out any other duties to the equivalent level that are necessary to fulfil the purpose of the job.