

Tikanga Advisor

Position Description

The Teaching Council of Aotearoa New Zealand is the professional body for all teachers. We are independent, and act in the interests of teachers to enable and support leadership to teachers and direction for the education profession, including teacher education and continued professional and leadership development.

We establish and maintain criteria for teacher registration, standards for ongoing practice, and criteria for the issue of practising certificates of different kinds. Alongside this, we monitor and maintain the requirements relating to conduct, competence and impairment, and establish and maintain a code of professional responsibility for teachers.

Our Vision

The Teaching Council will enable and support leadership by the profession to maximise the success of every learner in Aotearoa through highly effective leadership and teaching.

Our Behaviours

- Whaihua i a tātou anō
Value our colleagues by listening and being open to what they say.
- Mahi ngātahi
Work together with integrity by respecting each other and the profession
- Whai whakaaro ki ngā mahinga katoa
Adopt a solution focussed attitude when working with others
- Whakarangatira i ngā iwi katoa
Honour our bicultural partnership by being culturally competent
- Whakaaturia te mana Māori me te Ahurea ki ngā reanga katoa o te Kaunihera
Demonstrate and foster leadership at all levels of the council

Our Values

- Whakamana
Empowering all learners to reach their highest potential by providing high-quality teaching and leadership
- Manaakitanga
Creating a welcoming, caring and creative environment that treats everyone with respect and dignity
- Pono
Showing integrity by acting in ways that are fair, honest, ethical and just
- Whanaungatanga
Engaging in positive and collaborative relationships with our learners, their families and whānau, our colleagues and the wider community

Summary

Position Title	Tikanga Advisor
Reports To	DCE Māori, Tātai Heke Māori
Purpose	<p>The purpose of the role is to work with management and leadership teams to increase the cultural capability of the Council and deliver the objectives outlined in Te Rautaki Tiriti o Waitangi.</p> <p>The Tikanga Advisor will also provide expert tikanga advice across the broader work programme and projects.</p>
Date	April 2021

Key Relationships

External	Nature of relationship
Mana whenua, whānau, hapū, iwi, Māori leaders and organisations	<ul style="list-style-type: none"> • Liaises with
Education sector agencies	<ul style="list-style-type: none"> • Collaborates and liaises with
Other government agencies	<ul style="list-style-type: none"> • Collaborates and liaises with
Internal	Nature of relationship
Deputy Chief Executive	<ul style="list-style-type: none"> • Reports to
Management team	<ul style="list-style-type: none"> • Supports and advises
CHRO	<ul style="list-style-type: none"> • Key Stakeholder
All employees	<ul style="list-style-type: none"> • Coaching and support

Key Result Areas

Jobholder is responsible for	Jobholder is successful when
Supporting the design and implementation of a work programme to deliver Te Rautaki Tiriti of Waitangi.	<ul style="list-style-type: none"> • An implementation plan for the strategy is developed collaboratively. • Milestones and deadlines for the implementation of Te Tiriti Strategy are met. • The plan meets the objectives of increasing cultural competence across the Council and the teaching profession. • Māori programmes meet the requirements of the Teaching Council.
Providing tikanga advice in projects across the Council and ensuring a Māori voice is represented.	<ul style="list-style-type: none"> • Appropriate engagements with iwi and hapū are planned, relationships are established and maintained. • Kaimahi are coached and supported in their engagements with iwi. • Iwi, hapū and Māori are aware of the work of the Council and actively engage in collaborative work.
Increasing cultural capability of the Council through policies, processes and projects.	<ul style="list-style-type: none"> • A te ao Māori perspective is applied to Teaching Council policies and process. • A Pasifika perspective is applied to Teaching Council policies and processes.

	<ul style="list-style-type: none"> • A multi-cultural perspective is applied to Teaching Council policies and processes. • A te ao Māori perspective is applied to Council work and projects such as Unteach Racism, complaints process, Registration Policy and Leadership.
<p>Health, Safety and Wellbeing</p> <p>Complying with the responsibilities under the Health and Safety at Work Act 2015.</p>	<ul style="list-style-type: none"> • A healthy, safe and wellness-oriented workplace is maintained by setting a good example to team members in relation to HSW practices and policies. • Health and safety issues that may impact on the team or wider organisation are identified and reported.

Person Specifications

Qualifications	
Essential	Desirable
Relevant tertiary qualification or equivalent experience	
Knowledge and Experience	
Essential	Desirable
In-depth understanding of tikanga Māori and experience incorporating into business processes	A sound knowledge of the State sector operating environment and Machinery of Government
5+ years' experience in large government department or private sector advisory role	Experience working across a range of sectors and systems to improve organisational cultural responsiveness
Key Skills	
<p>Expert Level</p> <ul style="list-style-type: none"> • Relationship Management • Understanding of Te Tiriti • Fluency and confidence in te reo and tikanga Māori • Business process design 	
<p>Advanced Level</p> <ul style="list-style-type: none"> • Organisational development • Change management • Communication • Business acumen 	
<p>Working Knowledge</p> <ul style="list-style-type: none"> • Machinery of Government 	