

Principal Advisor – Māori Crown Relations Capability | Kaitohutohu Mātāmua - Pūmanawa Hononga Māori Karauna

Working in the Public Service | Nga mahi o te tari kāwanatanga

Ka mahitahi mātou o te ratonga tūmatanui hei painga mō ngā tāngata o Aotearoa ināianei, 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.

You can find out more about what this means at (<https://www.publicservice.govt.nz/about-us>)

About Stats NZ | Mō Tatauranga Aotearoa

As New Zealand's national statistics office, Stats NZ Tatauranga Aotearoa is uniquely positioned to support the decisions that the Government, Māori and Iwi organisations, businesses, NGOs, and New Zealanders make every day. Our structure, culture, and systems are designed with collaboration and customers in mind – mobilised and working together to realise our ambition: **About Aotearoa, for Aotearoa – data that improves lives today and for generations to come.**

The increased availability of data brings data-driven innovation. Insights obtained from exploring data can lead to new and creative approaches in business, public services, and customer experience – ultimately improving the wellbeing of New Zealanders. Stats NZ Tatauranga Aotearoa, as data stewards and leaders of the data eco-system proactively protect and enhance the provision of good quality data to realise the value of data.

Stats NZ Tatauranga Aotearoa is led by the Chief Executive who is also the Government Statistician and Government Chief Data Steward.

Te Tiriti o Waitangi

As an employee of Stats NZ Tatauranga Aotearoa and as a public servant, you are expected to recognise and respect the Crown's responsibility to give effect to Te Tiriti o Waitangi and the Treaty of Waitangi – incorporating it into your work and becoming an informed and confident te Tiriti partner. By embracing and uplifting te reo Māori, tikanga and te ao Māori at work you are contributing to the Crown's commitment under the Public Service Act 2020 to engage with Māori and support the Māori-Crown relationship.



Role Purpose | Mō te tūnga

In your role as **Kaitohutohu Mātāmua - Pūmanawa Hononga Māori Karauna | Principal Advisor – Māori Crown Relations Capability**, you will lead enterprise-wide capability initiatives and learning programmes that strengthen Stats NZ's ability to meet its Māori Crown Relations responsibilities and deliver on its strategic commitments for Māori and Māori data. This includes driving initiatives aligned with Te Puni Kōkiri's Māori Crown Relations Capability Framework and supporting organisational commitments to te reo Māori development, including contributions to the outcomes of Maihi Karauna.

At Stats NZ Tatauranga Aotearoa, we recognise that building a capable, confident, and Te Tiriti-informed workforce is critical to delivering better outcomes for Māori and Māori data. We are committed to fostering an environment where te reo Māori, tikanga Māori, mātauranga Māori, and te ao Māori perspectives are valued and applied in ways that strengthen our relationships with Māori and improve organisational practice.

This role sits within the **People Experience & Capability** team in **People & Culture** and reports to the Senior Manager - People Experience & Capability, with a dotted-line relationship to the Kaihautū, who provides cultural leadership and strategic direction for Māori Crown Relations capability priorities.

As a senior technical leadership role, you will provide strategic advice, thought leadership, and expert guidance to build organisational capability and support the successful delivery of Stats NZ's Māori Crown Relations priorities and obligations. Working across business groups, you will partner with key stakeholders, including Strategic Engagement and Māori Partnerships & Outcomes, to ensure capability initiatives align with organisational priorities and business needs.

You will lead the design, implementation, and evaluation of enterprise-wide capability initiatives, helping identify and prioritise investments that strengthen organisational performance, Māori partnerships, Māori data aspirations, and delivery against strategic commitments. Success in this role requires strong relationship management, influencing skills, and the ability to build credibility across a diverse range of stakeholders while delivering measurable and sustainable capability uplift.

Requirements in your role may change with the needs of the organisation.

Key Outcomes	Accountabilities
Improved organisational capability across priority areas of the Māori Crown Relations Capability Framework, informed by organisational needs, strategic priorities and desired	- Develop our MCR capability framework initiatives and Mahere reo plans, ensuring we are meeting our public sector responsibilities and expected deadlines. - Work with the People Experience team to develop and implement capability programmes or initiatives that will support our Māori capability uplift.

outcomes for Māori and Māori data.	• Monitor and evaluate the effectiveness and progress against the plan. • Ensure the strategies and frameworks developed provide a consistent approach and alignment across the organisation and that their design is underpinned by leading practices that are transformative both in the public and private sectors. • Use judgement, knowledge, and experience to anticipate and raise risks, manage issues and test solutions and assumptions. • Act as a key point of contact for the Kaihautū with a range of stakeholders with respect to capability. • Understand the internal and external environment, and where it represents immediate and long-term risks and opportunities. • Demonstrate awareness of Stats NZ's purpose and strategy and how MCR capability supports delivery of the strategic priorities and key performance indicators.
Stats NZ's Māori Crown Relations capability programme is strategic, effectively delivered and aligned to organisational priorities and outcomes for Māori.	• Provide strategic oversight and management of the Māori Crown Relations capability work programme, ensuring initiatives strengthen Stats NZ's capability to meet its Te Tiriti obligations, Māori Crown Relations responsibilities, and strategic commitments relating to Māori and Māori data. • Develop and maintain strong partnerships across Stats NZ to ensure capability initiatives are informed by business priorities and support improved organisational practice and outcomes. This includes working closely with the Kaihautū, Strategic Engagement, Māori Partnerships & Outcomes, Māori data and evidence functions, business group leaders, and other areas with accountability for advancing outcomes for Māori. • Develop a deep understanding of organisational priorities, Māori data aspirations, partnership commitments and delivery challenges across the organisation, ensuring capability investments are targeted towards the areas that will have the greatest strategic impact. • Design and deliver programme content that is informed by subject matter experts, reflects current evidence and practice, and supports the practical application of learning to organisational decision-making, engagement and service delivery. • Ensure programme delivery uses effective and contemporary learning approaches across both online and in-person environments. • Ensure content and delivery are underpinned by, and where appropriate incorporate, mātauranga Māori, tikanga Māori, te reo Māori and te ao Māori perspectives.

	• Lead the facilitation and delivery of priority capability initiatives and learning experiences. • Build organisational capability to sustain delivery by developing internal facilitator capability, creating learning resources and increasing the number of staff able to support programme delivery. • Develop and implement approaches to evaluating the effectiveness of capability initiatives, in partnership with Learning & Development specialists, including measuring the extent to which learning is being applied in practice and contributing to organisational capability outcomes. • Monitor, evaluate and report on programme effectiveness, capability uplift and organisational impact, providing insights and recommendations to inform future investment and priorities. • Maintain effective relationships with Te Puni Kōkiri, Te Taura Whiri i te Reo Māori and other relevant agencies to ensure Stats NZ remains aligned with current government expectations, frameworks and leading practice. • Work collaboratively with procurement and relevant business partners to source and manage external suppliers, products and services that deliver value for money and quality outcomes. • Manage programme budgets in partnership with the Senior Manager People Experience & Capability, contributing to planning, forecasting and investment decisions to ensure resources are effectively allocated to areas of greatest strategic value and impact.
Technical capability is strengthened through effective leadership, coaching and development of team members.	• Provide effective day-to-day leadership, coaching and support to direct report(s), creating an environment where people are engaged, supported and able to perform at their best. • Develop technical capability and depth of expertise within the team, with a particular focus on growing future Māori capability practitioners and advisors. • Foster a culture of continuous learning, constructive challenge and knowledge sharing, ensuring advice and programme delivery remain high quality and aligned with organisational needs. • Hold regular coaching and performance conversations, providing clear feedback, development opportunities and support to achieve agreed outcomes. • Support the professional growth of team members through mentoring, capability planning and exposure to strategic projects and initiatives.

Business feels supported in their capability journey.	• Provides advice and guidance to senior stakeholders and partners on the application, inclusion and understanding of te reo Māori, te ao Māori, tikanga Māori and matauranga Māori. • Provide advice and guidance to people leaders in developing the capability of their teams. • Provide advice and guidance to training teams across Stats NZ to embed MCR capability into their training initiatives to ensure a consistent approach to MCR development. • Build relationships in other areas of the business to ensure your work programme is well understood, connected to the broader work programme and valued. • Identify opportunities where you can add value and proactively offer your support and assistance.
Demonstrate commitment to Stats NZ Tatauranga Aotearoa policies, procedures, strategy, and related initiatives.	• Actively support our Strategy, Mana Ōrite Relationship Agreement, Statistics Act 2022 and abides by other policies. • Actively support and engage with our Diversity, Equity and Inclusion Roadmap, policy, and principles. • Actively demonstrate The Way We Work principles which speak to what we care about, how we do things and what is needed for all our people to be successful in our organisation. • Demonstrate commitment to being a confident and capable partner of Te Tiriti o Waitangi. This includes an understanding of its relevance to your role as a public servant and the work you undertake at Stats NZ Tatauranga Aotearoa and building knowledge in te ao Māori, te reo Māori and tikanga.
Demonstrate as a model public servant committed to the principles outlined in the Public Service Act 2020 and any subsequent adaptations.	• Support and promote initiatives from the Public Service Commission Te Kawa Mataaho, including Papa Pounamu and Kia Toipoto. • Develop and maintain cultural capability to positively contribute to Māori Crown Relations initiatives and actively support others to support this. • Adhere to Te Tauāki Whanonga mō te Rāngai Tūmatanui the Code of Conduct for the Public Sector values and principles: ○ Trustworthy – to act with integrity and be open and transparent ○ Respectful – to treat all people with dignity and compassion and act with humility ○ Impartial – to treat all people fairly, without personal favour or bias

	○ Accountable – to take responsibility and answer for our work, actions, and decisions ○ Responsive – to understand and meet people’s needs and aspirations ○ Political neutrality – to act in a politically neutral manner ○ Free and frank advice – when giving advice to Ministers, to do so in a free and frank manner ○ Merit-based appointments – to make merit-based appointments (unless an exception applies under the Act) ○ Open government – to foster a culture of open government ○ Stewardship - to proactively promote stewardship of the Public Sector.
Demonstrate commitment to Health, Safety and Wellbeing while at work.	● Take personal responsibility for your own health safety and wellbeing. ● Ensure your actions or lack of action do not adversely affect the health and safety of others. ● Report any incidents, near misses or any other concerns relating to health safety and wellbeing. ● Make all efforts to comply with Stats NZ Tatauranga Aotearoa Health Safety and Wellbeing policies and processes to ensure the organisation is compliant with the current Health and Safety Act or regulations.

Person Specification | Ngā āhuatanga e hiahiatia ana e mātou

Core Requirements

- A relevant tertiary qualification and/ or equivalent relevant experience for this role. Te Taura Whiri Level Finder or relevant kaumātua endorsement will be beneficial.
- Minimum of 5 years' in a senior capability, people or talent role, delivering Māori capability initiatives to adult learners.
- A proven track record of experience and achievement in working with leadership teams and providing high level strategic advice in a complex environment.
- Understands Te Tiriti o Waitangi relevance to own role as a public servant and seeks opportunities to better meet the information needs of Māori. Supports initiatives to increase responsiveness to Māori.
- Proficiency in te reo Māori and in the understanding and application of mātauranga Māori and tikanga, with a commitment to continually strengthening knowledge, capability, and language proficiency.
- Expert understanding of Crown responsibilities under Te Tiriti o Waitangi and the aspirations and needs of Māori.
- Experience working and collaborating with Māori, iwi, hapū and other Tiriti partners.
- Understanding of implementing Tiriti-centred approaches and partnering models.
- A proven track record of experience and achievement in working with leadership teams and providing high level strategic advice in a complex environment.
- Skilled in delivering strategic programmes of work preferably in the public sector project/ programme management training/ qualification would be advantageous.
- Demonstrated ability to bring internal and external stakeholders together to achieve project milestones.
- Strong systems thinking skills, able to quickly develop an understanding of context in relation to the insights required and provide strategic advice.
- Demonstrate understanding of public sector priorities in this space, particularly the values and objectives of the Mana Ōrite relationship agreement.
- A good understanding of capability programme management including online and in-person teaching approaches and methodology and a track record of successfully leading and managing teams to deliver successful outcomes, on time and within budget.
- Written and oral communication skills suitable for a varied audience in a corporate setting.
- Experience using everyday office software including a laptop/tablet, phone, Microsoft suit of products e.g., Outlook, Word, Excel, Intranet, online communications channels for meetings and chat.

Desirable

- A broad knowledge of the machinery of government and working in the public sector would be an advantage.
- Understands, applies, and manages compliance by others with Stats NZ Tatauranga Aotearoa's information and data governance standards and protocols.



People & Culture | Ngā Tāngata me te Ahurea

The Principal Advisor – Māori Crown Relations Capability role sits within the People Experience & Capability team within the People & Culture branch as part of the Office of the Chief Executive Group, which is one of six business groups that report directly to the Chief Executive.

