



POSITION DESCRIPTION

POSITION OVERVIEW

Position title:	Pou Ārahi - Te Ao Māori Lead
Reports to:	Director, Office of the Chief Executive
People Leadership:	No

ORGANISATIONAL OVERVIEW

We are the Building Research Association of New Zealand (BRANZ). We provide practical research, testing, quality assurance and expertise to support better buildings. At our heart, we're a team of scientists, engineers and professionals committed to ensuring that buildings are the best they can be. Our aspiration is to deliver affordable, resilient, sustainable and quality buildings for Aotearoa New Zealand.

Our research and testing facilities in Porirua can simulate fire, earthquakes and extreme weather at scale and in close-to-realistic conditions, and can accelerate the impacts of decades of weather, UV, corrosion and daily use. This work is essential in keeping New Zealanders safe for generations to come. Alongside our research, we also provide independent, evidence-based testing and quality assurance services on a commercial basis.

More information on BRANZ can be found on our website at www.branz.co.nz.

PURPOSE OF THE POSITION

The purpose of this position is to drive and implement BRANZ's te ao Māori strategy, *Te Tāhuhu o te Whare*, across BRANZ. The Pou Ārahi will enable BRANZ's te ao Māori strategic, operational, and cultural leadership to embed te ao Māori values, systems and relationships across our organisation – including our partnerships, policies, commercial activities, and research.

This role will work closely with the Kaupapa Māori Research Lead to align kaupapa Māori research priorities with organisational and strategic goals. The intention is to foster an integrated approach to delivering impactful, inclusive science and research.

Together, the Pou Ārahi and Kaupapa Māori Research Lead form a foundation at BRANZ to ensure te ao Māori and kaupapa Māori research are embedded authentically and systemically across BRANZ's research, policies, and practice.

KEY RESULT AREAS

Strategic Leadership and Implementation

- Lead the implementation and continual evolution of BRANZ's te ao Māori strategy, *Te Tāhuhu o te Whare*.
- Support ELT and Board in realising BRANZ's aspiration to be a grounded, future-facing organisation.
- Provide strategic advice on organisational and research development, policy alignment, and capability building through a te ao Māori lens.

Building Internal Capability

- Deliver organisational-wide capability programmes that support understanding te ao Māori, tikanga, and reo pathways.
- Support the design of induction and tailored development and learning pathways that embed te ao Māori into everyday work.
- Develop a BRANZ cultural competency framework and lead ongoing evaluation.

Relationship Management and Sector Partnerships

- Support the CEO, ELT and Board to strengthen BRANZ's existing relationship with Mana Whenua Ngāti Toa Rangatira.
- Build and maintain strong, reciprocal relationships with iwi, Māori communities, and Māori organisations.
- Partner with Māori stakeholders and research organisations to co-develop initiatives and deliver collective impact.

Te Ao Māori Integration into Research and Policy

- Advise and support the Director, Research Investment, to embed Māori values and principles into BRANZ's research investment approach
- Provide input into BRANZ's research insights and systems from a te ao Māori perspective.

Monitoring, Evaluation and Reporting

- Develop and maintain a monitoring and evaluation framework to track progress on te ao Māori outcomes across the organisation.

GENERAL ACCOUNTABILITIES

To contribute to the success of BRANZ by:

- Providing input into BRANZ's operational planning and delivery.
- Understanding and complying with all BRANZ policies and procedures including the Code of Conduct.
- Working in active collaboration in sharing information, planning work which crosses area boundaries and making best use of BRANZ resources in the interests of the company as a whole.
- Completing reporting requirements to a high standard and in a timely manner.
- Undertaking additional projects or tasks as and when required.

HEALTH AND SAFETY

Demonstrate a commitment to the health, safety and wellbeing of yourself, staff, visitors and contractors by:

- Understanding the health and safety responsibilities associated with your position including compliance with relevant legislation, regulations, and BRANZ policy and procedures
- Following health and safety policy/procedures and report on areas of concern.
- Actively engaging with health, safety and wellbeing programmes and seeking to continuously improve systems and processes.
- Leading by example.
- Actively supporting and managing a safe working environment.

SKILLS, EXPERIENCE AND QUALIFICATIONS RELEVANT TO THE ROLE

Essential

- Leadership and/or strategic experience in research, government, or industry sectors
- Experience in embedding te ao Māori into large-scale organisations and/or research institutions
- Experience leading cultural change and/or organisational transformation
- Strong understanding of te ao Māori and mātauranga Māori
- Experience working with iwi, Māori organisations, and Māori communities
- Proven success in building and sustaining relationships and delivering stakeholder engagement, including with Boards
- Demonstrated ability to operate at strategic and operational levels

Desirable:

- Ability to build and lead teams, particularly in early-stage systems/cultural transformation.
- Experience in the science, building, housing or environmental sectors
- Existing networks across Māori building and construction sector
- Te reo Māori and tikanga Māori competency
- Strong writing and communication skills for diverse audiences
- Existing relationship with or connection to Ngāti Toa Rangatira and/or Te Rūnanga o Toa Rangatira