

## Pou Hononga – Senior Advisor Māori Research

<b>Reports to:</b>	Pou Whakarae Te Hiringa Taiao	<b>Position Status:</b>	Permanent
<b>Unit:</b>	Māori & Pacific Partnerships – Te Kūwaha	<b>Location:</b>	Avalon
<b>Department:</b>	Māori Environmental Research	<b>Budget &amp; Delegated Authority:</b>	Refer to Delegated Financial Authority Policy
<b>Direct Reports:</b>	Nil	<b>Job Family:</b>	Communications & Stakeholder Engagement
<b>Career Step:</b>	8	<b>Date:</b>	April 2025
<b>Career Path:</b>	Corporate		

### Our Organisation

Earth Sciences New Zealand was established on 1 July 2025, through the merger of GNS Science and NIWA, with the upcoming acquisition of MetService further strengthening its capabilities. As part of the most significant reform to New Zealand’s science and innovation system in over 30 years, Earth Sciences NZ is positioned as a leading-edge organisation that excels in earth, environment and natural resources science.

With six core science missions – Geological Hazards, Weather and Climate Hazards, Energy, Land and Water, Atmosphere and Climate, and Oceans and Fisheries – Earth Sciences New Zealand is set to become a globally recognised science leader. By integrating multidisciplinary expertise and advanced technologies, the organisation will tackle complex environmental challenges and unlock opportunities for sustainable growth and development.

Following the MetService acquisition, Earth Sciences New Zealand will comprise approximately 1500 staff across 22 sites, managing \$400 million in assets and generating \$370 million in annual revenue. Serving both the public and private sectors, Earth Sciences New Zealand plays a vital role in enhancing national resilience to natural hazards, in supporting economic growth and in delivering innovative science for a sustainable future.

### Role Purpose

As significant rights and interests’ holders, as well as Te Tiriti o Waitangi partners, Māori (iwi, hapū, Māori organisations and entities) are important leaders, partners and participants of Earth Sciences NZ research and activities. Their interests and investments sit across all six of the organisations core science missions, and as such it is critical that Earth Sciences NZ maintain positive, productive and mutually beneficial relationships with Māori. This requires strategic focus, coordinated and well managed engagement, effective and appropriate allocation of resources, and consistent and tailored communications.

Pou Hononga are vital connectors and facilitators between the needs and aspirations of Māori, and the priorities and capabilities of Earth Sciences NZ. They will have line responsibility to the Pou Whakarae Te Hiringa Taiao (National Manager - Māori Research) to achieve the following:

- Support and manage projects, programmes and initiatives focussed on achieving outcomes for Māori across Earth Sciences Missions.
- Coordinate response and project development activities generated by Māori and organisational enquiries, ideas and initiatives relevant to research and/or science service delivery to Māori.
- Ensure consistent, equitable, and appropriate application of the Vision Mātauranga policy, scientific application advice and project management to ensure projects deliver high quality, relevant and focused outputs in accordance with the Earth Sciences Māori Enabling Strategy to achieve impact within New Zealand and/or internationally.

## **Position Priorities and Responsibilities**

### **Science Coordination & Mission Alignment**

- Develop research plans in consultation with the Pou Whakarae and Mission General Managers and Chief Scientists to influence research directions within projects and programmes aligned to Earth Sciences Māori enabling strategy and Māori Relationships Framework.
- Lead and/or support the development of funding applications, proposals and tenders where Māori partnership and engagement is involved and/or the achievement of outcomes for Māori anticipated.
- Coordinate, lead or contribute to the development of tailored, accessible and fit-for-purpose outputs from Earth Sciences research for Māori, and support their effective communication to Māori audiences.
- Inspire high quality science delivery from project researchers and subcontractors by setting a personal standard of research delivery, and mentoring, in particular, early career scientists.
- Interface effectively with key stakeholders, strengthening collaborations within Earth Sciences and with outside research organisations.
- Identify areas of potential risk from Earth Sciences research and the activities of the enabling services relevant to Vision Mātauranga delivery, Māori Data Sovereignty, Access & Benefit Sharing, Intellectual Property etc, and take active and positive action to lead development of solutions.

### **Māori Advisory and Technical Leadership**

- Developing and maintaining a monitoring and evaluation framework to track progress on Māori research outcomes across the organisation.
- Support the development of policies and procedures for best practice engagement and relationship management with iwi / Māori, and support science staff and others in their implementation.
- Contribute to the management and maintenance of the Māori Relationships Framework, including the database and digital interactive relationship tool (to be developed); and support staff in its appropriate utilisation.
- Provide Vision Mātauranga leadership and support to projects and programmes across Earth Sciences Missions, ensuring consistency and alignment with Earth Sciences strategies, policies and best practice approaches.

- Work in partnership with Pou Arahi to support and ensure Earth Sciences scientists and researchers are working with Māori in a coordinated and consistent fashion aimed at achieving outcomes for Māori.
- Ensure iwi, hapū, whānau and Māori are informed about Earth Sciences projects and activities (actual and/or proposed) that may be of significance or relevance to them.

### Cultural Support

- Lead and support the development and implementation of organisational and project policies, practices and partnership agreements relevant to achieving outcomes for Māori from Earth Sciences research and activities.
- Identify and establish new business opportunities through the development and maintenance of effective relationships and partnerships across sectors relevant to Earth Sciences and Māori aspirations.
- Advise, and/or connect researchers with Pou Arahi where necessary, on the application of te reo Māori me ōna tikanga as required for best practice interaction and engagement with Māori.
- Work alongside Pou Arahi to develop and maintain deliberate networks with key iwi and Māori influencers, thinkers and leaders and engage with them on matters that align with Earth Sciences direction and align with the priorities of Māori.
- Inspire, role model and share knowledge, information and best practice research partnerships with Māori that reflect high quality science delivery from researchers and subcontractors by setting a personal standard of research delivery, and mentoring, in particular, early career scientists.
- Communicate frequently and effectively across Te Kūwaha, and with Mission General Managers, Chief Scientists, Project Leaders and managers on matters relevant to the implementation of the Earth Sciences Māori Enabling Strategy and Vision Mātauranga .
- Role model the organisations values and Māori Enabling Strategy with key partners and stakeholders, both internal and external.

### Teamwork

- Work effectively as a member of Te Kūwaha to support other team members and provide appropriate coverage of functions.
- Work effectively with other teams and researchers to provide advice on Vision Mātauranga and the achievement of outcomes for Māori.
- Identify areas of potential risk to the maintenance of productive internal relationships and practices and take positive action to inform and support the relevant manager to seek resolution.
- Actively support a positive culture and morale.

### Responsibilities of all Employees

- Comply with all Earth Sciences New Zealand policies, procedures and frameworks, and act in line with the organisational values.
- Contribute to our healthy and safe workplace by following HSW expectations outlined in and integrated into our operational practises and HSW frameworks, including undertaking HSW training and participating in health-monitoring programmes relevant to your work.

- Work effectively as a team member by fostering good relationships and supporting others, providing coverage of other functions as required and ensuring workloads are evenly spread.
- Have the flexibility to adapt and develop as the organisation and its environment evolves.

## Key Working Relationships

Internal	External
<ul style="list-style-type: none"> <li>• Māori and Pacific Leadership Group</li> <li>• Māori Research team</li> <li>• Project leaders and science teams delivering Māori centric work programmes</li> <li>• General Manager Missions and Chief Scientists</li> <li>• Operational Management team</li> <li>• National Managers – Research Office, Commercial, Communications, People &amp; Transformation</li> </ul>	<ul style="list-style-type: none"> <li>• Iwi-Māori organisations and communities</li> <li>• Māori whānau, hapū, marae</li> <li>• Māori industry and sector groups</li> <li>• Government Departments and agencies</li> <li>• Local Government</li> <li>• Universities, schools and other educational organisations</li> <li>• Whare Wananga</li> <li>• Other Private and Public Research Organisations</li> <li>• Māori science students (relevant fields)</li> </ul>

## Person Specification

### Qualifications and Experience

#### Essential

- Tertiary degree qualification in science and or other relevant disciplines (e.g. Māori Resource Management, Māori Economic Development etc).
- Experience in managing multiple key strategic relationships proactively and effectively.
- Proven ability to work with Māori and non-Māori within a science context and community.
- At least 3 years' experience working with Māori and Māori organisations.
- Demonstrated ability to take a pan-Māori perspective and remain objective.
- Successful conflict resolution experience.
- Current driver licence, and ability and willingness to undertake business travel around New Zealand.

#### Desirable

- Experience in project management, implementation and communication.
- Experience in sciences relevant to Earth Sciences NZ.
- Relevant postgraduate qualification and at least 3 years research work experience.

### Skills, Knowledge and Attributes

- Some knowledge of Te Reo Māori me ona tikanga.
- Proven ability to work with Māori and non-Māori on natural resource matters.

- Proven ability to work with Māori and non-Māori within a science context.
- Proven and recognised leadership ability.
- Knowledge of and understanding of the government’s Vision Mātauranga policy.
- Proven ability in effective communication and liaison between organisations and Māori groups, individuals, communities and businesses.
- Demonstrated strategic and tactical thinking - ability to understand and deliver strategic priorities.
- Has a track record of meeting goals successfully.
- Proficiency with Microsoft Office applications (e.g. for preparing reports, proposals, customer relationships management and presentations).
- A developing awareness of environmental policy and political nous.