





LINCOLN
UNIVERSITY
TE WHARE WĀNAKA O AORAKI



Position Description

Position title	Lecturer, Māori Early Career Academic Programme
Primary work unit	Faculty of Environment, Society and Design, Te Waihora Campus, Lincoln University
Responsible to	Dean of Faculty
Responsible for	No direct reports
Remuneration	Academic Collective Employment Agreement
Our values 	<div><div>Manaakitaka looking after people</div><div>Rakatirataka Kaitiakitaka Tohatoha Whanaukataka Wairuataka</div><div></div><div><ul style="list-style-type: none">• Students at our core – students are our reason for being.• Leadership – taking responsibility as a leader at all levels.• Integrity – doing the right thing in a reliable way.• Innovation – encouraged through collaboration and partnerships.</div></div>

Who we are Ko wai mātou

Te Whare Wānaka o Aoraki Lincoln University is a specialist university focused on the land-based sectors. Our purpose is to facilitate excellent research and education to grow the knowledge of our students and help shape a world that benefits from a greater understanding of the relationship between land, food and ecosystems.

Our University's campus, situated at the heart of the Lincoln research precinct, is complemented by a network of university-owned farms and research centres. We are enriched by our connections to the land-based sectors in New Zealand and globally and by the interactions of those who choose to study and work here.

We are committed to fostering a culturally inclusive environment that embodies our values, enhancing excellence, promoting high performance and productivity, and promoting wellbeing in all we do.

Lincoln University's responsibilities under Te Tiriti o Waitangi begin with mana whenua. We acknowledge the special relationship and responsibilities our University has to Ngāi Te Ruahikihiki and Te Taumutu Rūnanga, which are embedded in our He Tūhinga Whakamātau, Charter of Understanding.

We remain committed to our ambitious vision to be a globally ranked, top-five land-based university, unlocking the power of the land to enhance lives and grow the future.

For further information about Lincoln University go to www.lincoln.ac.nz

Position purpose Te pūtake o te tūraka

To accelerate Māori participation and Māori research aspirations, with a focus on Māori and Indigenous Planning and Development. A key element for supporting Whanake Ake, is the ability to embed and deliver matauraka Māori across courses and programmes through increasing the capacity of Māori staff.

Te Waihora Campus, Lincoln University. This position is located within the Faculty of Environment, Society and Design (ESD), in the Department of Environmental Management, covering Māori and Planning and Development.

The Whanake Ake programme, as part of Manaaki Tauiira, seeks to accelerate Māori participation and Māori research aspirations at Te Whare Wanaka o Aoraki | Lincoln University.

To provide a long-term strategic approach to attracting and growing the number and quality of Māori academic staff at LU in key disciplines. The programme will recruit early career Māori academics to begin new permanent roles at LU, as career path lecturers. This initiative will be aligned to Faculties in the University.

Key accountability areas Kā wāhaka mahi

1. Teaching

Outcome:

Key responsibilities include:

Commitment to teaching and learning:

- Commitment to teaching with academic rigour and to promoting students' learning in the discipline in general and in your specialist area.
- Incorporating Māori, Pasifika and/or Indigenous perspectives in course content and teaching practice.
- Experience with teaching delivery.
- Conducting teaching in accordance with University policy, including assessment, course co-ordination and course materials.
- Regularly reviewing teaching materials and delivery methods to ensure continuing relevance and incorporation of new research.
- Familiarity with innovation in teaching practice and technology and adoption of new technologies and other appropriate innovations in support of teaching development.

2. Research

Outcome:

Key responsibilities include:

On-going research activity at a level appropriate to the career stage:

- Study actively towards completion of a PhD degree and/or completion of post degree publication.
- Developing record of scholarly research and a research agenda including publishing in disciplinary-relevant internationally refereed journals (i.e. where the refereeing process is of international standing) and/or with academically reputable national and/or international presses.
- Incorporating Māori approaches and perspectives into your research.
- Participating in research teams that may include members from other disciplines, institutions and communities to address national or international priority areas.
- Where appropriate, encouraging, contributing to and producing research outputs in the form of substantial creative works.
- Where appropriate, contributing to research which provides cultural innovation or socio-economic benefits, nationally and internationally.
- Engaging constructively and productively on research interests with colleagues within and outside the University.
- Commitment to seeking and successfully attracting internal and/or national level funding for research activities.

3. Administration

Outcome:

Key responsibilities include:

Assist with Unit administration as required:

- Contribute in a relatively minor role to the administration of the Unit and the wider University.

4. Treaty of Waitangi

Outcome:	Demonstrates, and encourages others to demonstrate support for the University's commitment to the Treaty of Waitangi.
Key responsibilities include:	<ul style="list-style-type: none">• Support the University to meet its obligations under the Treaty of Waitangi

5. Health & Safety

Outcome:	To support a safe working and teaching environment for staff and students
Key responsibilities include:	<ul style="list-style-type: none">• Accepts responsibility for own safety and wellbeing.• Be aware of and follow the university's Health & Safety Policies, procedures and guidelines.• Undertake all health and safety training and induction, as required.• Ensure that all appropriate personal protective equipment is worn or used as required.• Report all events and hazards, and unsafe behaviours.

Key relationships Whakawhanaukataka

The Lecturer, Māori Early Career Academic Programme will develop and maintain excellent working relationships with staff in the Department, Faculty and other staff in the University.

The Lecturer, Māori Early Career Academic Programme will also engage with research teams with members from other disciplines and institutions, as well as with Māori communities (Iwi, Hapu and other Māori entities) as required to perform effectively in the position.

Delegations Tautapa

There are no delegated authorities for this position.

Competencies Tohukataka

Competency	Demonstrated by
Client focus	Understands and believes in the importance of client service; listens to and understands the needs of internal and external clients; displays professional, courteous and empathetic approach; considers equity and diversity issues in interactions; meets and exceeds client needs to ensure satisfaction.
Self-management	Effectively plans and organises work to achieve desired outcomes; proactive, remains focused, takes action to overcome obstacles and follows through to completion.
Integrity	Is fair, open, honest and consistent in behaviour and can be relied upon; is receptive to Māori, Pasifika and multicultural issues; generates confidence in others through professional and ethical behaviour.
Innovation	Thinks in terms of opportunities and possibilities. Recognises the value of creative and new ideas and harnesses their benefits. Encourages the discussion, free-debate and generation of creative ideas and solutions. Develops unique solutions that are not limited by previous solutions.
Analysis and judgement	Identifies and analyses issues and problems, considers alternatives, makes sound decisions and commits to a course of action.
Communication	Clearly and concisely communicates with a wide range of people in all situations, both orally and in writing; effectively listens; understands cultural differences regarding communication.
Relationship building	Builds and maintains positive and productive working relationships and networks; consults widely; is sensitive towards different peoples and cultures.
Leadership	Uses a variety of styles and methods to develop, motivate and empower others towards achieving their own and organisational goals.

Selection criteria Paearu

Education

- It is expected that the Lecturer be actively studying towards a PhD degree or have recently completed a PhD, preferably in Māori and Indigenous Environmental Management and Planning.

Technical or professional knowledge, skills and experience

- Proven engagement with Māori communities; Iwi, Hapu and other Māori entities
- Knowledge, skills and experience in Māori approaches to land-based disciplines
- Ability to teach within a multi- and inter-disciplinary setting,
- Ability to initiate, develop and conduct high quality research and to disseminate the results in peer reviewed publications and presentations
- Evidence of leadership skills or potential in research, teaching or other areas
- Willingness to work within the policies and procedures of Te Whare Wānaka o Aoraki | Lincoln University, and promote a respectful working environment
- Knowledge of kaitiakitaka
- Eligibility for NZPI membership

Alignment with University Values

- Demonstrated commitment to Manaakitaka and Lincoln University values.
- Ability to contribute to a positive and collaborative University culture.
- Evidence of promoting and upholding the University's values in previous roles or activities.