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CANDIDATE INFORMATION	
Role	Director Te Tiriti & Partnerships
Organisation	Department of Internal Affairs – Te Tari Taiwhenua
Location	45 Pipitea Street, Wellington
Hours	Full time
Salary	90% of the band is \$229,140, 100% is \$254,600 and 115% is \$285,152
Closing date	5pm Wednesday, 5 November
How to apply	Apply via one of the online advertisements Apply here
Niche contact	Jane Temel Kaiwhakahaere Director <i>Ngāruahine, Ngāti Ruanui, Te Whānau-ā-Apanui</i> P +64 21 499 902 E jane.temel@nicherecruitment.co.nz Carl Church Kaiwhakahaere Matua Managing Director <i>Waitaha, Kāti Māmoe, Kāi Tahu</i> P +64 21 166 6441 E carl.church@nicherecruitment.co.nz
Enclosed:	1. Organisational Context 2. Links to key documents 3. Position Description 4. Advertisement

1. Director Te Tiriti & Partnerships – Organisational Context

Policy and Te Tiriti Branch

The Director role reports to the Deputy Secretary Policy and Te Tiriti, which is one of five branches within the Department. The other senior leadership team members for the Policy and Te Tiriti branch are GM Policy, Executive Director City & Regional Deals, Executive Director Local Water Done Well, Director Branch Performance, and GM Local Government Policy, Partnerships & Operations.

Te Tiriti and Partnerships Team

The Director Te Tiriti & Partnerships currently has five direct reports who vary in experience from advisor to senior advisor to principal advisor. Team members hail from communities and professional backgrounds anchored in te ao Māori, tikanga, iwi governance, and Te Tiriti o Waitangi claims, rights, and interests. Consequently, the team strives to apply their cultural expertise from 'home' to all aspects of their work to ensure an authentic Māori perspective is celebrated and applied.

Pou

The three pou for the team are:

1. Stakeholder Engagement
2. Advice
3. Business Support

Key areas of responsibility

Te Tiriti and Partnerships team is responsible for ensuring accountability to the Māori Crown relationship. The team leads significant external engagements with Māori.

- **Treaty Settlement Commitments**

Overseeing the Department's existing Treaty settlement obligations and commitments to ensure they delivered as intended. Regularly reporting progress to Crown and Māori. Leading new Treaty settlement negotiations on behalf of the Department.

- **Accords**

Supporting Ministers and Department leaders to engage with Accord partners. Accords are bilateral relationship agreements between the Department and iwi/hapū collectives that resulted from the Treaty settlement process.

- **Partnerships**

Connecting and engaging with Māori, iwi, hapū, and whānau at community and national commemoration events, such as Rātana and Waitangi Day, to understand their aspirations and concerns. Assisting Department leaders to explore shared interests and opportunities with iwi leadership.

- **Māori Crown Relations**

Briefing Ministers and Department leaders to effectively participate in shared Māori Crown fora, such as the National Iwi Chairs Forum. Working closely with Crown partners across a range of kaupapa to deliver more consistent, integrated services to Māori.

- **Engagements**

Developing and implementing enterprise-wide systems to report on engagements with Māori. This reporting informs advice to Ministers and Department leaders to ensure they are well-positioned to make effective decisions that impact Māori Crown relations. This intelligence is also used to ensure engagement with Māori is coordinated.

- **Te Ao Māori Expertise**

Provide specialist advice to our colleagues within the Department on cultural issues to assist their engagements with Māori. Reporting on the Department's obligations to Māori to ensure enterprise-wide awareness and adherence.

2. Key documents

[Te Aka Taiwhenua – Māori Strategic Framework](#)

Please note that Te Aka Taiwhenua is currently in the process of being refreshed.

[2024-2028 Internal Affairs Strategic Intentions](#)

[Annual Report 2023-24 - dia.govt.nz](#)



Job description

Haere mai

This job description is your go-to place for all the ins and outs of this role at Internal Affairs

Director, Te Tiriti & Partnerships

Te Tiriti & Partnerships, Policy and Te Tiriti branch

The Policy and Te Tiriti branch is responsible for providing strategic leadership and oversight across a diverse range of policy areas focused on gambling and racing, media content and online safety, digital identity and community affairs, as well as local government policy and the time-limited Water Services Programme. Additionally, the branch has oversight of Ministerial and Monitoring functions – including stewardship and oversight of these across the Department of Internal Affairs, including Crown Entity monitoring, ministerial correspondence and appointments – and ensures alignment with organisational and government priorities.

Within the branch, Te Tiriti and Partnerships is responsible for ensuring the Department's accountability to the Māori-Crown relationship and leading significant external engagements with Māori. This includes overseeing the Department's existing Treaty settlement obligations and commitments, leading any new Treaty settlement negotiations on behalf of the Department, supporting engagement with Accord partners, engaging with Māori, iwi, hapū and whānau at community and national events and exploring new opportunities with them, briefing Ministers and Departmental leaders to participate effectively in Māori Crown fora, and providing specialist advice within the Department. Working collaboratively across senior Māori leadership roles in the wider Department of Internal Affairs is crucial to achieving the team's objectives and obligations, and to lift the Department's capability, performance and engagement.

- **Reporting to:** Deputy Secretary, Policy and Te Tiriti
- **Location:** Wellington
- **Salary range:** Policy – Band N

What we do matters – our purpose

Our purpose is to serve and connect people, communities and government to build a safe, prosperous and respected nation. In other words, it's all about helping to make New Zealand better for New Zealanders.

How we do things around here – our principles

We make it easy, we make it work

- Customer centred
- Make things even better

We're stronger together

- Work as a team
- Value each other



Internal Affairs
Te Tari Taiwhenua



We take pride in what we do

- Make a positive difference
- Strive for excellence

Working effectively with Māori

Te Aka Taiwhenua – our Māori Strategic Framework – enables us to work effectively with Māori. Te Aka Taiwhenua is underpinned by our mātāpono – Kotahitanga, Manaakitanga, Whānaungatanga, He Tāngata.

As DIA is an agent of the Crown, the Treaty of Waitangi is important to everything we say or do. We recognise it as an enduring document central to New Zealand's past, present and future. Building and maintaining meaningful relationships is important to work effectively with Māori, stakeholders and other agencies. We accept our privileged role and responsibility of holding and protecting the Treaty of Waitangi.

Spirit of service

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āiane, 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.



What you will do to contribute	As a result we will see
Strategic Leadership • Lead and provide direction from a kaupapa Māori and tikanga perspective. • Participate in enterprise-wide governance or working groups as a senior Māori leader. • Provide strategic advice, leadership and coordination on external engagement and partnering with Māori to realise the Department's outcomes for Māori. • Champion the aspirations of Māori – influencing the need for the Department to partner with Māori in our strategic planning and design mahi. • Provide strategic input into the Department's outcomes, Māori strategies, plans and initiatives. • Play an active role as part of the Policy & Te Tiriti senior leadership team including providing input into branch strategies and plans. • Work collaboratively with senior leaders from across the Department's corporate services where appropriate.	• Our Māori strategies, plans and initiatives are forward thinking, innovative and addresses current and future challenges. • Public sector Māori strategies and policies have included the voice of the Department and reflect the aspirations of Māori that we partner and work with. • Advice is consistent, considered and developed in collaboration where appropriate. • A fully engaged ELT who are informed and supportive of current and future Māori strategies, plans and initiatives and Māori Crown relationship strategies, initiatives and plans. • Evidence of effective collaboration and communication with branch Māori leaders.
Te Tiriti and Māori Crown Relationships • Lead negotiation of accords, letters of commitment and other agreements with Iwi on behalf of the Department. • Coordinate branch involvement in Treaty negotiations to position the Department to better support and serve the Māori Crown relationship and all New Zealanders. • Coordinate and monitor the Department's collective delivery of Treaty obligations – including settlements, accords, kaupapa enquiries, etc • Inform settled Iwi and work with them to understand the impacts of new or changing public sector Māori policies. • Provide advice and support on Crown Treaty matters and the aspirations of Māori to: ◦ Ministers, ELT, governance bodies and kaimahi across the Department regarding their engagements and interactions with Māori organisations, whānau, hapū and iwi.	• Negotiation of agreements are well managed and handover to delivery branches for implementation is thorough. • Progress on delivery against Treaty commitments is monitored and risks are managed. • ELT and SLT are informed of agreements and their evaluations. • Senior managers feel well supported and can work effectively with Māori. • Māori experience a consistent engagement with the Department that reflects their needs. • Evidence of effective collaboration and communication with branch Māori leaders.



What you will do to contribute	As a result we will see
◦ Business groups across the Department regarding engaging and partnering with Māori organisations, whanau, hapū and iwi. • Ensure the aspirations, engagement and partnering needs of all external Māori organisations and iwi are understood, acknowledged and any concerns raised by them are addressed. • Be the guardian of organisational engagement and relationship management protocols with external Iwi and Māori organisations. Seek input from branch Māori leaders in the development and maintenance of these protocols. • Support ELT in representing the Department with key central government organisations focused on Māori Crown relationships such as the Public Service Commission and Te Puni Kōkiri. • Support ELT in leading, and manage the coordination of, engagements and relationships with Māori where Māori organisations and Iwi are engaged with multiple aspects of the Department's work. • Work to future proof partnerships and relationships to ensure the Department has strong, effective and enduring Māori Crown relationships. • Work with other departmental Māori leadership roles to empower and support senior managers to be effective in establishing relationships, partnering and working with Māori and to support their kaimahi to do the same.	
Cultural advice and expertise • Contribute to public sector Māori policies, providing advice and supporting the Department's policy mahi. • Establish the impacts of those public sector policies on the Department – seeking input from departmental Māori leaders. • Contribute to public sector Māori capability-building strategies and initiatives. • Contribute to the Department's people and capability strategies.	• People leaders and business groups are aware of their own responsibilities internally to Māori staff and externally to Māori stakeholders. • Kaimahi are supported to build their understanding of tikanga Māori and apply it appropriately. • Programmes and interventions have clearly understood cultural objectives. • Business groups are supported to engage appropriately with Māori staff and in the organisation of



What you will do to contribute	As a result we will see
	Māori cultural events and activities.
Stakeholder Engagement and Relationship Management • Build and maintain effective relationships across ELT and SLT. • Build and maintain effective relationships with iwi, hapū and Māori organisations and key stakeholders engaged in Treaty settlement processes and multi-faceted programmes and initiatives of the Department. • Build and maintain effective relationships with public sector organisations engaged in delivering outcomes for and with Māori. • Provide advice and support to the Department to enable trusted relationships exist with iwi, hapū and Māori organisations so that agreements with iwi operate effectively. • Ensure that kaimahi at all levels build and maintain effective partnerships with iwi, kaitiaki partners, government agencies, and sector stakeholders. • Work with senior leaders to ensure the Department has constructive and collaborative relationships with relevant advisory groups or committees. • Collaborate with and support the work of branch Māori leadership roles within the Department to ensure our responsibilities to Māori under legislation, the Treaty, and Māori strategies, plans and initiatives are being met. • Maintain a general overview of the work of the Māori functions within the Department. • Managing potential relationship/reputation risks effectively. • Maintaining up-to-date knowledge about developments in the wider New Zealand government. • Realising opportunity for internal and external collaboration.	• Key internal and external stakeholders are well supported and advised. • The Department has collaborative and constructive relationships.



What you will do to contribute	As a result we will see
Working Effectively with Māori • Champion the Department's strategic statement - 'We accept our privileged role and responsibility of holding and protecting the Treaty of Waitangi / Te Tiriti o Waitangi'. • Work collaboratively to deliver priorities of our Māori strategies, plans and initiatives including policies and initiatives that support the Department's commitment to its success such that the Department is recognised as a leader in the public service for working effectively with Māori.	• DIA is recognised as a leader in the public service for working effectively with Māori.
Leadership • Clearly set expectations, monitor team performance and provide constructive feedback and coaching to support high performance. • Lead all team members in a manner which fosters a positive culture and environment that is consistent with the principles and behaviours of the Department and leads to a highly engaged work force. • Ensure the team are clear on their role, function, goals/outcomes and their contribution to DIA's goals and outcomes. • Identify and assess areas for capability development; and develop, implement and manage performance and development plans to enhance performance. • Mentor and coach direct report/s to enable the delivery of results with the best outcome for customers and the Department. • Attract and retain a highly effective team of delivery focused professionals to provide high quality services. • Build a strong external network to foster personal development and knowledge.	• A Director that exemplifies and role models the behaviours, ngā mātāpono and attributes of our Capability Framework. • Leadership and management of the team meets DIA expectations. • The performance and development of kaimahi within the team is appropriately planned and managed in accordance with DIA processes and business needs. • Direct reports have clear expectations of their performance, including individual Performance Plans, and receive regular performance feedback. • A high performing team delivering practical and easy to understand initiatives and work programme. • An effective and empowered team with clarity of purpose and an understanding of how their work programme contributes to the success of DIA.



What you will do to contribute	As a result we will see
Health and safety (for self) - Ensure my own wellbeing, health and safety and take reasonable care not to adversely affect the health and safety of others. - Co-operate with DIA's health and safety policies and procedures (incl. emergency). - Report all near misses, hazards, unsafe behaviours and unsafe conditions. Health and safety (for Branch/Organisation) Keep our people healthy, safe and well - Demonstrate and be accountable for an active commitment and visible behaviours that are aligned with our vision - Holding management to account for meeting policy, key performance indicators, and vision. - Leadership through effective planning, setting clear direction in the wellbeing, health and safety strategy.	- A safe and healthy workplace for all people using our sites as a place of work. - Health and safety guidelines are followed - All kaimahi understand their roles and responsibilities in relation to wellbeing, health, safety and emergency management - There is clear visibility, strong support and connection to DIA policy and procedures - Appropriate resources and processes are available to manage risk and participate - Improved key performance indicators, employee satisfaction and retention.

Who you will work with to get the job done		Advise	Collaborate with	Influence	Inform	Manage/lead	Deliver to
Internal	Deputy Secretary, Policy & Te Tiriti	✓	✓	✓	✓		✓
	ELT and SLT	✓	✓	✓	✓		✓
	Te Tiriti & Partnerships team	✓	✓	✓	✓	✓	✓
	Key internal Māori leaders/directors		✓	✓	✓		
	DIA staff		✓	✓	✓		✓
External	Te Atamira Taiwhenua	✓			✓		
	Māori partners including whanau, hapū and iwi Māori		✓	✓	✓		
	Community organisations	✓	✓	✓	✓		✓
	Government departments or agencies	✓	✓	✓	✓		✓
	Ministers	✓			✓		✓

Your delegations as a manager	
Human Resources and financial delegations	C



Your delegations as a manager

Direct reports

1-8

Your success profile for this role

At DIA, we have a Capability Framework to help guide our people towards the behaviours and skills needed to be successful. The core success profile for this role is [Senior Leader](#).

Keys to Success:

- Adaptive leadership
- Driving innovation and transformation
- Strategic agility
- Political savvy
- Empowering people for success
- Inspiring others through vision and purpose

What you will bring specifically

Te ao Māori and te reo Māori knowledge & experience:

- I have a sound understanding of te ao Māori, New Zealand and Māori history, contemporary circumstances, lifestyles and traditions. I operate respectfully and comfortably in Māori-based environments.
- I have profound knowledge and respect of tikanga and this helps me to work effectively with whānau, iwi, hapū and other stakeholders.
- I have established effective networks and relationships with whānau, iwi, hapū and other stakeholders.
- I have a well-developed understanding and in-depth knowledge of the Treaty, its principles, relevant domestic and international jurisprudence, and how to apply the Treaty in policy and operations.
- I have demonstrable leadership experience in Treaty negotiations and in giving practical expression to the Treaty and its principles in policy.
- I emphasise whanaungatanga, whakapapa and manaakitanga when dealing with people.
- I have te reo Māori proficiency which I confidently use on a daily basis.
- I can effectively use te reo Māori in my work and I'm confident when communicating with Māori audiences.

Position specific experience, knowledge & skills:

- Demonstrated leadership in delivery of organisational outcomes.
- Previous track record of successful strategic leadership and management.
- Experience in a business/senior management role.



Your success profile for this role	What you will bring specifically
	• Providing advice, support and information to Ministers, senior leaders and stakeholder groups. • Comprehensive understanding of strategy and policy development and planning processes and the implications for Māori responsiveness and effectiveness in the Public Service. • Significant experience in contributing to development of strategic operational planning and priority setting in a public sector context. • Knowledge and understanding of departmental interfaces and servicing requirements and processes for Ministers. • Well-developed skills in oral presentation and facilitation with ability to represent the business group with internal and external stakeholders. • Advanced relationship management skills including managing complex interactions and relationships involving significant community, departmental or Ministerial issues or problem resolution. • High level of writing skills including ability to tailor cultural material to meet the needs of ministers, funding bodies, and departmental requirements. • Ability to translate strategy into operational plans • Critical thinker with strong ability to diagnose capability gaps and identify solutions • Adapting to change and leading change • Having tenacity, courage and integrity Other requirements: • A tertiary level qualification or equivalent • Preferably in Māori Studies, History or equivalent discipline.



Director Te Tiriti & Partnerships

Department of Internal Affairs – Te Tari Taiwhenua

- **Strategic Leadership**
- **Strengthen Māori–Crown Relations**
- **Make a Lasting Impact**

Whāia te hīnātore o te mauri atua, hei oranga mō te mauri tāngata.

The pursuit of environmental sustenance and potential enhances the wellbeing and life essence of people and place

The Department of Internal Affairs – Te Tari Taiwhenua (Te Tari) is inviting applications for the position of Director, Te Tiriti and Partnerships. This leadership role is responsible for advancing Te Tari's obligations under Te Tiriti o Waitangi and for fostering enduring relationships with iwi and Māori.

Mo te tūranga | About the role

Reporting to the Deputy Secretary, this role is a member of the Policy & Te Tiriti Branch senior leadership team. The Director will work collaboratively with other senior Māori leaders across Te Tari to ensure a coordinated approach to Treaty and engagement work.

As leader of a dedicated team rooted in te ao Māori, you will oversee the development and execution of a structured work programme that delivers quantifiable outcomes for both Te Tari and communities throughout New Zealand.

Key responsibilities include leading Tiriti negotiations on behalf of Te Tari, ensuring effective oversight of the organisation's commitments and obligations related to Te Tiriti, and serving as kaitiaki for organisational engagement and relationship protocols with iwi and Māori organisations.

This is a permanent position, preferably based in Wellington.

Mōu ake | About you

You will bring:

- Deep understanding of Te Tiriti o Waitangi, its principles, and application in policy and operations.
- Senior leadership experience in strategic planning, policy development, and delivery of organisational outcomes.
- Proven track record of leading and empowering a team to maximise their impact in the delivery of a substantial work programme.
- Advanced relationship management skills, with experience managing complex interactions across community, departmental, or Ministerial contexts.
- Proficiency in te reo Māori me ōna tikanga.
- Demonstrated ability to work collaboratively, influence at senior levels, and provide cultural guidance.

Me pēhea te tono | To Apply

To request an **information pack**, and for a confidential kōrero about the role, contact:

- **Jane Temel** on 021 499 902 or via email at jane.temel@nicherecruitment.co.nz
- **Carl Church** on 021 166 6441 or via email at carl.church@nicherecruitment.co.nz

To apply, please submit your cover letter and CV by the closing date of **5pm Wednesday 5 November**.