

National Manager – Māori Partnerships

Reports to:	Chief Māori and Pacific Partnering Officer	Position Status:	Permanent
Unit:	Māori and Pacific Partnering	Location:	To be Agreed
Direct Reports:	3	Budget & Delegated Authority:	Refer to Delegated Financial Authority Policy
Date:	April 2026		

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

Earth Science NZ’s purpose is to drive economic growth and wellbeing through increasing returns from the use of New Zealand’s natural resources and environments, enhancing energy security, building hazard resilience and increasing prosperity in changing climate.

The purpose of this role is to provide strategic leadership and direction to Earth Science NZ to position Earth Science NZ as the trusted and enduring science partner of choice for Māori delivering impact and relevance for the benefit of Aotearoa.

Position Priorities and Responsibilities

Strategy, Leadership and Oversight

- Provide strategic leadership to role-model and embed Te Tiriti o Waitangi and our partnership approach to advance Earth Science NZ’s Māori Growth Agenda with our Iwi/Māori and sector

partners.

- Maintain strategic oversight and implementation of an Iwi/Māori Partnerships Framework and database of iwi, hapū, Māori researchers, Māori business and sector partners to advance shared objectives.
- Work with the National Manager – Māori Environmental Research to:
 - co-lead and coordinate engagement with strategic iwi/Māori partners to advance shared objectives.
 - align the Earth Science NZ's science missions and objectives with the needs, priorities and aspirations of iwi/hapū/Māori.
 - manage and coordinate the pipeline of strategic partnership agreements through to sign-off.
 - coordinate science leadership and organisational capability to support the delivery of objectives of our partnership agreements.
 - maintain oversight, monitor implementation, and regularly evaluate ESNZs strategic partnership agreements with iwi/Māori partners.
- Identify, mitigate and manage strategic, operational and reputational risks to Te Kūwaha and Earth Sciences.
- Foster a culture of innovation and continuous improvement in our services and delivery approaches to champion transparent, purposeful change management.

Strategic Engagement and Relationship Management

- Support the Chief Māori Partnering officer in building strong, trust-based relationships with iwi/hapū/iwi partners and with key stakeholders in Māori communities.
- Serve as a senior point of contact for key Māori partnerships, maintaining high-quality relationships and ensuring client needs are met.
- Develop new and manage existing strategic partnership agreements with iwi/hapū, land trusts/incorporations, Māori tribal authorities and Māori businesses.
- Lead and coordinate a team of Pou Ārahi to:
 - Ensure Earth Science NZ engagement and delivery with Māori partners is culturally appropriate and responsive to their needs.
 - bring cultural intelligence to our strategic planning and management of networks, relationships and opportunities.

Cultural leadership & implementation

- Provide a unified approach in accordance with tikanga and manaakitanga to enhance the cultural integrity and reputation of Earth Sciences both nationally and globally.
- Provide Earth Sciences NZ-wide leadership on iwi-cultural matters, ensuring Māori perspectives are integrated across all levels of the organisation.
- Leading, coaching, supporting and developing the capability of Earth Sciences NZ staff.
- Work with the cultural capability leader to:
 - implement Te Puāwaitanga and Mahere Reo Māori within Earth Sciences NZ.
 - embed a single modus operandi towards a unified approach to engagement and delivery of

our science, products and services in Te Ao Māori.

- Lead and coordinate a team of Pou Ārahi to:
 - provide cultural services and guidance to staff in a consistent and unified approach across Earth Sciences NZ.
 - contribute to the implementation of the work programme of Te Pūawaitanga – the cultural capability framework and Mahere Reo Māori for Earth Sciences NZ.
 - maintain the quality and integrity of our external Iwi/Māori relationships in accordance with our Māori Partnerships framework.

Business Development & Planning

- Actively seek partnership opportunities for research collaboration and/or commercial objectives in line with our Māori Growth agenda (our strategy for growth) and other Iwi/Māori development opportunities as and when they emerge.
- Work with the National Manager – Māori Environmental Research to contribute to:
 - building and maintaining an overview of current and future opportunities.
 - Feed market intelligence into our strategy and science planning processes.
 - Contribute to bidding processes to enhance our ability to secure funding for Māori-led, and Māori-centric research and commercial projects.
- Manage, coordinate and respond to the flow of external inquiries by Iwi/Māori and potential clients seeking Te Kūwaha and/or Earth Sciences NZ science related support and/or engagement.
- Co-develop and support the implementation of Earth Sciences NZ policies and processes that respond to Iwi/Māori data sovereignty expectations, including Earth Sciences NZ collections.

Health, Safety and Wellbeing

- Champion a proactive health, safety and wellbeing (HSW) culture within the team by promoting best practices, encouraging open communication, and supporting continuous improvement initiatives.
- Ensure team members understand and implement HSW responsibilities.
- Support incident investigations and ensure timely response and implementation of corrective actions.
- Complete leadership activities such as safety conversations and review of critical risk activities.

Leadership Expectations

A leader at Earth Sciences New Zealand empowers and enables their teams for success – equipping people to deliver on our goals and foster a strong, positive culture. This includes:

- **Strategic Leadership:** Thinks ahead, communicates a compelling vision, influences change and engages their teams around shared goals.
- **Systems Thinking:** Enhances organisational and system-wide performance through collaboration, innovation and meaningful stakeholder engagement.
- **Adaptive Leadership:** Demonstrates curiosity, courage, resilience, inclusivity and self-

awareness, while navigating complexity with integrity. Shows agility by adapting to change, learning continuously and responding effectively to evolving challenges and opportunities.

- **Capability Development:** Builds high-performing teams by developing others, strengthening capability and fostering a culture of continuous improvement.
- **Performance and Accountability:** Delivers ambitious outcomes by setting clear priorities, managing resources effectively and empowering others to succeed.

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

Person Specification

Qualifications and Experience

Essential

- **Team Leadership experience:** Proven team leader able to build high-performing teams with a focus on delivering Māori services to internal stakeholders and external partners within a science, commercial or service-based industry.
- **Partnership development experience:** Brings a broad range of career-related experience building, developing and working in partnership with Māori entities and organisations for a common purpose within a science, research or commercial context.
- Full driver licence and willingness to travel within Aotearoa.

Desirable

- Education: A relevant tertiary qualification in science and/or aligned disciplines such as Māori resource management or Māori economic development.

Skills, Knowledge and Attributes

- Sound understanding of strategy development, implementation, performance monitoring and evaluation.
- Strong strategic and analytical thinking skills, with the ability to turn plans into action and navigate complexity and change.
- Advanced knowledge and practitioner of Te Reo Māori me ōna tikanga.
- Brings an existing network of partnerships ranging from Iwi/Māori, government (local/central) and industry that will drive growth for the organisation.
- Strong relationship-building skills, including the ability to work in partnership with Māori, upholding Te Tiriti o Waitangi-informed practises and principles.
- Advanced communication skills (verbal and written) in both English and Māori with demonstrated experience to support business processes and planning.
- Sound understanding of Māori engagement principles and practices with the ability to engage credibly with researchers and technical experts to crystallise opportunities for Iwi/Māori.
- Strong awareness of current and emerging trends in Te Aō Māori (environment, economy, cultural, technological, political) to inform strategy, business planning and processes.
- Skilled in stakeholder engagement and team leadership, with a focus on collaboration, performance, and continuous improvement.
- Resilient, adaptable, and collaborative leader with high integrity and a commitment to diversity, inclusion, and continuous development.
- Sound understanding of New Zealand's science and innovation system, including funding mechanisms and policy drivers.
- Strong understanding of Crown entity governance, public sector accountability, and risk management.