POSITION PROFILE | TE WHAKATŪRANGA Ō MAHI

Pou Whakahaere | Chief Executive Officer

Position title	Pou Whakahaere | Chief Executive Officer
Date	October 2026
Kaupapa	Te Punanga Ora Iwi Māori Partnership Board – Taranaki
Location	This is a Taranaki based role. Some travel within and beyond Taranaki will be required.
Tenure	Three years
Hours	30 hours per week, worked flexibly. Some evening, weekend and/or overnight work may be required.
Reports to	Te Punanga Ora Board

About the role | Tēnei tūranga

Iwi Māori Partnership Boards (IMPBs) are established under the Pae Ora (Healthy Futures) Act 2022 and further refined under the Healthy Futures (Pae Ora) Amendment Act 2026. The Acts recognise the important role of IMPBs in local health-service planning and decision-making, and the exercise by Māori—iwi, hapū and whānau—of Tino Rangatiratanga and Mana Motuhake in their rohe.

The purpose of the Acts includes protecting, promoting and improving the health of all New Zealanders, striving to eliminate health disparities (particularly for Māori), and building towards pae ora. IMPBs help ensure health services are organised in ways that make sense to the communities they serve.

Te Punanga Ora (TPO) is the IMPB for Taranaki, comprising members mandated by the eight iwi of Taranaki. TPO amplifies whānau voice and advocates for the needs and aspirations of whānau Māori in the design and delivery of local health services, working with Māori organisations and other partners to achieve positive outcomes.

The Pou Whakahaere is responsible for leading the organisation's work to improve health and wellbeing outcomes for whānau Māori. Key priorities include understanding hauora Māori developments, enabling whānau voice to be heard, setting organisational priorities, collaboration with key stakeholders, and executing strategy. The role requires strategic capacity, political intelligence, creative problem-solving, collaborative leadership and the ability to navigate change and the political landscape to give effect to Pae Ora.

Purpose of the role

Lead the effective operation and strategic delivery of Te Punanga Ora; support the Board to develop and execute its strategic direction; lead effective Māori stakeholder engagement; and maintain strong intersectoral and iwi Māori relationships across Taranaki and Te Manawa Taki. The Pou Whakahaere will translate the Board's mandate and strategy into an integrated organisational work programme, ensure workstreams and contractors are coordinated, and provide the Board with clear, timely, decision-ready advice and reporting.

This is a senior role with real scope to shape how Te Punanga Ora fulfils its role for whānau Māori in Taranaki. The Board is looking for someone who will bring the Board well-developed ideas, turn them into action and deliver results, with a high degree of autonomy.

Key accountabilities and responsibilities

1. Strategic and operational planning

- Develop and lead implementation of the operating plan for all functions of TPO, aligned with the Board's strategic direction and the Pae Ora framework.
- Provide strategic advice on matters affecting TPO's goals, including contracting, negotiations, partnerships, relationships, collaboration, and the alignment of proposed arrangements and documentation with local, regional and national strategy and policy.

- Design, maintain and lead the sequencing of the annual programme of work, integrating workstream inputs, priorities, dependencies, milestones and reporting rhythms.
- Maintain a coherent strategic narrative that links work programmes, recommendations and reporting to TPO's mandate, strategy and agreed priorities.
- Determine the contractor and staffing capability TPO needs, and lead the engagement, onboarding and performance of contractors, ensuring their deliverables are aligned with the annual work programme and agreed service arrangements.
- Develop and implement a Board-member induction and training programme in conjunction with the Chairperson.

2. Governance and Board support

- Support the Board and Chair to translate strategic direction, decisions and resolutions into clear actions, accountabilities and delivery priorities, while maintaining appropriate governance–operational boundaries.
- Prepare or coordinate decision-ready Board papers, recommendations, strategy briefs, agenda items and external-positioning briefs in line with the Chair's direction and actions arising from Board meetings.
- Ensure papers are concise and high level, lead with clear recommendations and next steps, and place supporting detail in appendices.
- Coordinate Board-directed communications that accurately reflect approved decisions, directions and agreed external positions, and progress them for timely approval and execution.
- Protect the distinction between governance and operational management, escalating matters requiring Board direction and preventing operational issues from unnecessarily displacing governance priorities.

3. Policy development, implementation and compliance

- Lead the development and maintenance of policies and procedures that establish and guide TPO systems.
- Establish and implement training for Board members and operational contractors so the policy framework is understood and applied appropriately.
- Establish systems to monitor and report on policy compliance and make improvements where needed.
- Facilitate compliance with internal and external statutory requirements; promote quality systems and consistent adherence to approved policies.
- Identify policy gaps, implementation issues and compliance risks, and provide the Board with clear recommendations and proposed timeframes.

4. Financial management

- Establish and maintain financial controls that ensure TPO accurately accounts for income and expenditure and that budgeting, monitoring and financial reporting are completed to a high standard.
- Establish an annual operational budgeting and financial planning cycle.
- Work with TPO's contracted accountants and relevant committees to maintain an effective financial management framework.
- Monitor budgets and financial performance across workstreams and contractors, reporting expenditure against each programme of work; identify risks, variances and emerging pressures early and communicate them clearly to the Chair and Board.
- Ensure financial information is accurate, timely and aligned with agreed financial governance processes, supporting confident Board decision-making.

5. Relationship management and communications

- Lead Taranaki-wide whānau voice strategies; optimising collection methods to reach diverse whānau, hapū, and iwi while leveraging stakeholder datasets, including patient surveys, complaints, needs analyses, and feedback loops.
- Ensure whānau voice insights are analysed, reported to the Board and shared through the appropriate channels to inform health planning and advocacy.
- Develop and maintain a stakeholder analysis with the Chair, sub-committees and key contractors, identifying essential and desirable relationships; use it to prioritise engagement and manage relationship risks.
- Establish and support positive, cooperative relationships with key stakeholders relevant to TPO's functions and strategic goals.
- Maintain effective intersectoral and iwi Māori relationships across Taranaki and Te Manawa Taki, and support other Hauora Māori to engage effectively.

- Be available to operational contractors to support delivery of their agreed deliverables.
- Contribute to TPO's Communications Strategy, particularly engagement with whānau and key stakeholders.
- Clarify and maintain relationship-management responsibilities: act as the primary relationship holder for stakeholders except where a mana ki te mana relationship is held by the TPO Chair and/or Board.
  Initiate and maintain productive engagement with Health NZ/Te Whatu Ora, iwi chief executives, hauora Māori and other health providers, other IMPBs and relevant agencies.

6. Monitoring, reporting and strategic analysis

- Establish and implement a monitoring and reporting framework that assesses sector performance against measures linked to local, regional and national strategies, priorities and indicators.
- Develop reporting templates for regular updates on trends, challenges, opportunities and successes, and ensure the Board can interpret reports and use them to assess performance.
- Develop and implement reporting on TPO's accountabilities to key stakeholders.
- Synthesise contractor and workstream inputs into coherent, strategically framed, decision-ready reports for the Chair and Board, delivered within agreed timeframes and aligned with the annual work programme and Board priorities.
- Undertake political scanning and strategic analysis, synthesising relevant evidence into governance papers, strategy briefs and recommendations for Board consideration.
- Keep the Board up to date on hauora Māori developments and lead the preparation of submissions and advocacy on matters affecting whānau Māori in Taranaki.
- Keep the Board informed of operational activity at a level appropriate to governance.

7. Quality assurance and risk management

- Establish and implement a risk management policy and procedures that identify, monitor and manage risks across all TPO functions and levels.
- Monitor organisational, workstream, contractor-delivery and relationship risks; ensure material risks are escalated promptly with practical mitigation recommendations.

8. Mātauranga Māori and cultural integrity

- Ensure processes, procedures, leadership practice, documentation, engagement and decision-making recognise the importance of mātauranga Māori and align with the principles and values outlined in TPO's Terms of Reference.
- Demonstrate cultural integrity in practice, including respect for tikanga, Te Tiriti o Waitangi, reo and Māori perspectives.
- Identify cultural integrity issues or risks early and address them in a timely and mana-enhancing way.

9. Health, safety and wellbeing

- Comply with responsibilities under the Health and Safety at Work Act 2015.
- Identify and report health and safety issues that may affect the team or wider organisation.
- Support Pou Whakarite in developing TPO health and safety policies and procedures and ensuring the organisation meets its health and safety obligations.

10. Privacy and confidentiality

- Undertake all deliverables in accordance with applicable privacy legislation, the Health Information Privacy Code and TPO's internal privacy policies, procedures and tikanga.
- Ensure information used in Board papers, reporting, stakeholder engagement and contractor coordination is handled appropriately and confidentially.

Relationships | Whānaungatanga

Internal	External
• Te Punanga Ora Board – Ora ki Taikākā • Corporate support – Ora ki Taitea • Communities – Ora ki Taitangata • Mātauranga Māori initiatives – Ora ki Tupua	• Te Manawa Taki IMPBs and operational GMs and teams • Ngā Iwi o Taranaki Chairs • Whānau, hapū and marae • Māori providers within Taranaki

• Audit and Risk Committee • Operational contractors and service providers	• Te Whatu Ora local, regional and national leadership • Other IMPB chief executives and teams • Māori business and community groups, including education spaces for Māori students • Government agencies connected to the determinants of health

About you | Ngā āhuatanga

Experience

- A track record of turning strategy into action with a high degree of autonomy.
- Proven senior leadership experience in a dynamic and changing environment, including leading through contractors, partners or a small team; experience in the health or hauora Māori sector is an advantage.
- Established relationships with iwi, hapū, Māori communities and leaders.
- Demonstrated leadership and relationship-management capability, including the ability to realise the potential of people and build effective working relationships.
- Experience managing multiple senior stakeholders with differing perspectives.
- Experience reporting to a governance board is advantageous.

Knowledge, skills and personal attributes

- Whakapapa to Taranaki, or strong connections within Taranaki
- **Pae Ora and Te Tiriti o Waitangi –** Understands the Pae Ora (Healthy Futures) Act 2022 and the Healthy Futures (Pae Ora) Amendment Act 2026, the significance and obligations of Te Tiriti o Waitangi, equity commitments and Wai 2575 priorities; appreciates cross-cultural matters.
- Knowledge of tikanga Māori and an understanding of, and commitment to, te reo Māori.
- **Leadership and management –** Thinks, plans and acts strategically; connects with and inspires people; demonstrates emotional intelligence and considers the impact of decisions on others; balances high work intensity with appropriate work–life balance.
- **Initiative and vision –** A proactive self-starter who brings fresh ideas, thinks creatively and acts on them without needing close direction.
- **Communication and relationship effectiveness –** Writes and presents clearly, persuasively and impactfully; influences others through collaboration; develops and maintains strong internal and external relationships; builds trust, confidence and respect with the Board and team; reads and adapts to the different perspectives and preferences of individual Board members.
- **Planning, direction and integration –** Maintains oversight across responsibilities, identifies business and project requirements, plans, prioritises, delegates and organises work to deliver short- and long-term objectives; coordinates interdependent workstreams and maintains a clear strategic narrative.
- **Operational and contractor management –** Monitors performance and quality, identifies improvements, solves problems and makes sound decisions; coordinates contractor outputs, milestones, dependencies and reporting schedules.
- **Continuous improvement –** Acts with integrity, fulfils obligations, welcomes feedback, acknowledges mistakes and development needs, communicates clearly, works consultatively, exemplifies TPO values and adapts quickly.
- **People management –** Creates a positive and supportive culture across staff and contractors; keeps people informed; manages conflict; provides timely, balanced and specific feedback; addresses performance issues and encourages respect, professionalism and patience.
- **Dealing with ambiguity –** Works effectively under pressure and with incomplete information in a dynamic environment.
- **Financial management –** Has a sound understanding of financial management, including budgeting, forecasting, cost management and financial reporting.
- **Compliance and risk management –** Understands organisational risk, compliance, and relevant New Zealand legal, regulatory and standards requirements.

Education

A tertiary qualification in a field relevant to Māori health or Māori/iwi community development, or comparable and extensive experience in senior leadership.

Variation of deliverables

Deliverables may be varied by agreement with the Board or its authorised delegate, with any material change to priorities, scope or timing documented and communicated to relevant workstream leads and contractors.

Reporting line

This role reports directly to the Board