



## POSITION DESCRIPTION | TE WHAKAATURANGA MAHI

### NGĀ TAIPITOPITO TŪRANGA | Position Details

<b>Position Title</b>	Director, Innovations
<b>Business Unit</b>	Innovations
<b>Reports to</b>	Chief Executive Officer
<b>Location</b>	Tāmaki Makaurau, Papaioea, Kirikiriroa, Pōneke, Ōtepoti
<b>Date</b>	June 2026

### KO TŌNA IHO | Purpose

Te Rau Ora is a national centre for Māori health and wellbeing in Aotearoa, New Zealand. Our vision is a future where whānau are thriving, self-determined and well. We are committed to a future Māori workforce that drives the design and delivery of health services in Aotearoa, New Zealand and improve Māori health outcomes. Te Rau Ora has a national reach with offices in Tāmaki Makaurau, Kirikiriroa, Papaioea, Pōneke and Otepoti.

### NGĀ WHAI HUA | Values

Our values are informed by ngā kōrero o ngā tipuna:

**Wairuatanga:** In all our interactions with whānau, partners and stakeholders we will hiki wairua

**Manaakitanga:** Cultivating a caring, mana affirming culture that supports and uplifts one another and values whānau as taonga

**Kia Ngatahi Te Waihoe:** We believe in the power of unity, paddling together as one to overcome challenges and reach our shared destination

**Puawaitanga:** We believe in collectivized strength, working together to achieve common goals for those we serve

**Kotahitanga:** We nurture courageous and innovative approaches, prioritizing whānau-led solutions that emphasise reciprocity, accountability and mutual respect.

**Māia:** We empower whānau to lead with strength, confidence, and integrity in Hauora Māori.

### The Toitū Accord

This role will demonstrate an understanding of, and develop in the ten markers of Māori Leadership for Health and Wellness. These are essential elements for united action of inclusive Māori Health Leadership, that aim to improve Māori health or increase levels of wellness.

- Committed to the advancement of Māori health and wellness
- Accountable to Māori
- Informed by old and new knowledge
- Sustainable into the future
- Grounded in te ao Māori
- Consistent with Te Tiriti o Waitangi
- Connected and collaborative
- Strategic and innovative
- Aligned to global indigenous priorities
- Ready to promote policies and practices for Māori health and wellbeing

More information on the markers of Māori Health Leadership: [Toitū Accord](#)

## TAKE TŪRANGA | The Role

The Innovations Group leads nationally focused programmes that foster Māori community and whānau led innovation and drive improvement in the delivery of services to whānau. Innovation is the unique combination of taking something new into the world that is shaped by the distinctive world views of te ao Māori. It's about drawing on our cultural strengths, strategies, and solutions to achieve the best possible outcomes for whānau. The Innovation group is more than growing capability and capacity. It requires a holistic approach, including individual, organisational, and systems approaches to developing (and sustaining) a workforce grounded in Te Ao Māori ways of thinking, knowing, doing and being.

The Director, Innovations is a Executive Leadership Position that supports the Chief Executive and Board to deliver our organisation vision for flourishing whānau - a future where whānau are thriving, self-determined and well. In this role, the Director will build the organisation's capacity and strategic position for Innovation that accelerates transformation within the health sector. The Director will work closely with the Chief Executive and the Executive Leadership team to support the development and implementation of organisational strategies, the embedding of a new tikanga informed operating model and the development of an operational environment that supports the growth and development of people in the pursuit of excellence for our communities. As the Director for Innovations, you will lead a cohort of passionate leaders, each committed to the kaupapa they lead and the wider TRO priorities. Your role not only champions the necessity for innovation but also honours the visionary groundwork of those who have contributed to the many TRO kaupapa in the past. Together, we are weaving a narrative of progress, resilience, and empowerment, shaping a future where flourishing whānau are the cornerstone of succession in Aotearoa.

## NGĀ TAKOHANGA MATUA | Key Accountabilities

**Leadership:** Provides leadership that engages respectfully and motivates others to succeed and develop, and proactively share experience, knowledge, and ideas

- Executive Leadership Team Member – work with teams and other directors to implement a TRO operating model that ensures all kaimahi are working together and are supported to deliver their contracted functions and deliverables in accordance with the organisations tikanga.
- Work with Executive leaders to ensure there is a robust and integrated management approach across the organisation and within the Innovations group.
- Be a champion for and role model the organisations values (kawenata).
- Support the translation of organisational strategy into innovation group functions.
- Provides Strategic Leadership and Direction to the Innovation Group.
- Utilises and role model a tikanga based leadership approach at all levels of the organisation
- Builds a culture of performance and continuous improvement.
- Driving excellence in everything we do.
- Ensures Innovation directorate has a close and functional working relationship with the Corporate Services team.

**Innovation:** Provides strategic leadership to supports the realisation of the organisation's vision for flourish whānau - a future where whānau are thriving, self-determined and well

- Lead the development and implementation of Māori Innovation Strategy, that is reflective of the current and future needs of the Māori Health workforce and guided by the aspirations of Māori.
- Develop and implement strategies, policies, and procedures to support the clear operational model that sets the standards for the newly formed group and provides a clear and consistent 'way of working' for staff.
- Oversee the implementation of national programmes that that foster Māori community and whānau led innovation and drive improvement in the delivery of services to whānau.
- Foster networks of thought leaders that can contribute to a strong Māori narrative to inform the future of health, and the future needs for the Māori Health Workforce.
- Lead the development of revenue strategies, to expand capacity and diversify revenue streams.

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- Support the establishment of a strategic clinical oversight group for Te Rau Ora. Support the realisation of Te Runanga Whakapiki Mauri – a national organisation and commissioning entity that invests and sustains kaupapa Māori provider development.
  - Position Te Rau Ora as a global leader in Indigenous Health and Wellbeing.
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**Relationship Management:** Manages constructive working relationships with work colleagues and external stakeholders in particular our kaupapa and funding partners to enhance understanding and co-operation needed to achieve desired results.

- Understands and reflects broader Te Rau Ora interests where applicable in managing stakeholder relationships.
  - Develop and maintain strong internal relationships that enables integration collaboration across teams, information sharing and efficient operations to support organisation growth and performance.
  - Establishes key internal relationships and works closely with internal leaders and teams.
  - Develops and maintains enduring and trusted iwi relationships
  - Demonstrates manaakitanga through aroha, hospitality, generosity, and mutual respect.
  - Upholding a space for Te Rau Ora Offices to make visitors feel welcomed, valued, accepted, and included.
  - Works closely with the CEO, Executive colleagues, and partners to ensure we strengthen the organisation enablers for timely and effective delivery of our services and functions.
  - Value our relationships with partners, stakeholders and networks that have supported and sustained our development.
  - Promote and celebrate the achievements of Māori leaders, partners, and stakeholders.
  - Demonstrate manaakitanga through our physical office environment and throughout the delivery of programmes.
  - Forster partnerships that enable collaboration, innovation, knowledge sharing, growth, and collective impact.
  - Explore new mutually beneficial partnerships that support growth and the diversification of revenue streams.
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**Staff Management:** Applies sound general management practices so that the team operates effectively and delivers agreed outputs against approved annual work programmes.

- Delegate and maintain oversight of work responsibilities; to leverage the capability of direct reports and staff to deliver organisational outcomes.
  - Ensure staff development plans and position descriptions are aligned with the goals of the organisation, and that staff are recruited, managed, mentored and developed through sound employment practices that are consistent with policies and legal requirements.
  - Think, plan, and act strategically; to engage others in the vision, and position teams, organisations, and sectors.
  - Communicate in a clear, persuasive, and impactful way; to convince others to embrace change and take action.
  - Connect with and inspire people, encourages collaboration and high standards of service to build a highly motivated and engaged workforce.
  - Drive innovation and continuous improvement; to sustainably strengthen long-term organisational performance and outcomes for Māori.
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### **Quality, Health and Safety**

- Ensures the Innovation Directorate has a robust approach to both quality and risk management.
  - Maintain knowledge of Health and Safety procedures, and actively support safe work practices.
  - Take all practicable steps to ensure neither you nor anyone else is harmed.
  - Comply with the requirements of the Health, Safety at Work Act 2015 and the organisations' health and safety policies and procedures.
  - Report all incidents and proactively identify hazards and support their management.
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### **Valuing and Nurturing Diversity**

- We are a workplace that values and utilises diverse and inclusive thinking, people, and behaviours. This means that contributions of kaimahi with diverse backgrounds, experiences, skills, and
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perspectives are valued and respected, to enable the organisation to recognise and positively respond to the different needs of groups and individuals within the Institutions' communities.

### Culture

- Proactively supports the organisation to develop and sustain a Hiki wairua, tikanga driven, kaupapa focus culture that is committed to achieving Te Rau Ora's vision.
- Support and maintain a culturally safe environment and recognise the role of Te Tiriti o Waitangi in providing a framework for this in Aotearoa.
- Promotes and enables an environment where staff feel safe to speak up and have the capability and commitment to both give and receive constructive feedback.

### Other Duties

- Any other duties as requested by the Chief Executive.

## TE RAHINGA O TE TŪRANGA: Position Dimensions

Financial delegations	ELT Delegations
HR delegations	ELT Delegations
Key Internal Relationships	<ul style="list-style-type: none"> <li>• Chief Executive Officer</li> <li>• Executive Leadership Team</li> <li>• Te Rau Ora Pou Tikanga</li> <li>• Te Roopū Kaumātua</li> <li>• Corporate Operations Team, including the contracts manager</li> <li>• Direct reports Programme Managers and Leaders</li> <li>• Te Rau Ora kaimahi</li> <li>• Company Board of Directors</li> <li>• Audit, Risk and Opportunities Committee</li> </ul>
Key External Relationships	<ul style="list-style-type: none"> <li>• Hauora Māori Services within TWO</li> <li>• Te Whatu Ora</li> <li>• Iwi Māori</li> <li>• Te Puni Kōkiri</li> <li>• Ministry of Justice</li> <li>• Ministry of Social Development</li> <li>• Department of Corrections</li> <li>• Tertiary Education Commission</li> <li>• Ministry of Education</li> <li>• External vendors and suppliers</li> </ul>

Personal Specification

- A minimum of a master's degree in a relevant field. A PhD is highly desirable.
- An experience health sector senior leader with an ao Māori worldview, with a minimum of 10 years' experience in health service design and delivery.
- Broad range of leadership and management experience, including Māori models such as tuakana/teina.
- Demonstrated ability to apply strategic thinking and planning, to define and articulate strategy, priorities, and imperatives; understand strengths, weaknesses, opportunities, threats; long-term thinking; develop achievable plans; take decisions on time, even in uncertain circumstances; proven ability analyse, interpret, and draw logical inferences from quantitative and qualitative data and management information, using data to inform reports and analyses.
- Fluent in Te Reo me ngā tikanga Māori or has a strong demonstrated commitment to achieve this
- Demonstrated ability to secure commitment to vision; initiate and manage change; to earn credibility; to inspire colleagues; to accept responsibility; integrity and fairness.
- Financial management experience including experience managing budget.
- Ability to develop, grow and sustain the business.
- Knowledge of Tikanga Māori and its application in a kaupapa Māori environment.
- Experience in leading, coaching, and mentoring others to achieve results and personal growth.
- Experience in the application of risk management concepts and techniques as they pertain to decision making and business operations.
- A current, unrestricted private motor vehicle licence
- A sound understanding of corporate operations and organisational development

Personal Attributes

- Hiki wairua leadership
- Excellent written and verbal communication skills.
- Solid organisational skills including attention to detail and multi-tasking skills.
- Excellent client-facing and internal communication skills.
- Effectively manages competing demands and meets agreed deadlines.
- Effectively manages stress, demonstrates resilience, and has a sense of perspective in their work.
- Conveys confidence and acts with generosity to support and recognise the contributions of others.
- Committed to working collaboratively with TRO Executive to achieve a integrated, high performing and respected organisation
- Confident in upholding tikanga and mana of Te Rau Ora