

Pacific Leader

Position	Pacific Leader (<i>*official job title to be developed in consultation with the appointee and Pacific stakeholders</i>)
Group	Hāpaitia Shared Services
Reports to	General Manager, Hāpaitia (Workforce Development Council Shared Services Organisation) and also has a direct reporting line to the Board of Hāpaitia Shared Services)
Location	Wellington

The Education and Training Act 2020 established Workforce Development Councils (WDC) to provide industry with greater leadership across vocational education and training. The WDCs identify future skills needs of industries, set standards, develop qualifications, moderate assessments against industry standards and, where appropriate, set and moderate capstone assessments at the end of a qualification.

Hāpaitia is a shared services organisation that has been established to support collaboration, effectiveness and efficiency across the six Workforce Development Councils. Hāpaitia is owned equally by the six Councils and its functions support all six Councils.

Key functions/responsibilities

- The Pacific Leader will work with the Workforce Development Councils (WDCs) on a journey of transformation that leverages the Pacific workforce voice, improves equity opportunities for Pacific learners and guides the strategic pathway towards a mana enhancing relationship with Pacific peoples.
 - The Pacific Leader's role serves as the expert relating to Pacific cultures and the interface for building and maintaining the WDCs' relationships with/for Pacific Peoples and Pacific business/industry.
 - The role provides Pacific cultural support, guidance and advice to the WDC Boards, Strategic Leadership Teams, managers and staff, ensuring each Council is responsive to Pacific business/industry and Pacific Peoples' learning, as a core strategic goal.
 - The Pacific Leader will maintain a strong relationship with the six WDC Poumatua/ Manukura roles to ensure alignment for underserved diverse learners of mixed Maori/Pacific ethnicities.
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Key Accountabilities

Engagement

- Work collaboratively with the Chief Executives of WDCs to deliver strategic priorities.
- Understand the expectations of a long-term vision for Pacific Industry/Business while applying Orders in Council for WDC purposes.
- With staff in WDCs:
 - o identify the 'barriers to learning' that would impede the delivery and application of industry focused vocational training for Pacific Peoples.
 - o Establish, build, and maintain constructive relationships across Pacific industry/businesses coverage, and the vocational education sector.

Equity Context

- Support the WDC CEs and staff to uphold the special relationships and obligations to Pacific Peoples/countries.
- Build a strong culture of understanding of Pacific Peoples in the capability across the WDCs.
- Connect with industry and employers to assure equitable outcomes for Pacific in the VET ecosystem.

Strategic Insights

- Consider and adopt new approaches to qualification development and standard setting that could address barriers to learner outcomes.
- Provide leadership, decision making, advocacy and operational insight for Pacific delivery.

Strategic Planning

- Lead out an advisory support approach toward a long-term strategy that focuses on better outcomes for Pacific Peoples.
 - Consult on the opportunities, assessment, development, planning and execution of strategy.
 - Act as an 'agent for change', working closely with CEs and key stakeholders.
 - Develop partner relationships with industry/providers for effective and efficient service delivery.
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Skills, Knowledge and Experience

Skills

- Proficiency in Pacific cultures and ideally in a Pacific language(s)
- Understanding of and respect for all Pacific cultures, and equity issues that affect Pacific and relationships
- Excellent problem solving skills, and the ability to apply them in a dynamic and fast-changing environment
- Excellent communication and relationship management skills
- Ability to develop working relationships with senior roles in the vocational education and industry sectors
- Understanding and respect of kaupapa Māori
- The ability to lead through transformational change in relation to Pacific representation in the vocational education ecosystem

Experience

- Experience in delivering Pacific cultural leadership and relationships
- Experience with Crown-Pacific policy perspectives and frameworks
- Experience in Pacific engagement
- Working knowledge of Pacific business/industry
- Working knowledge of the Vocational Education sector is preferable

Role Requirements

Vocational Educational Training (VET)

Must have a willingness to embrace the transformation that is required in the vocational education and training ecosystem (VET), including:

- Building Pacific relationships.
- Ensuring that the VET ecosystem delivers for all learners (Appendix A).
- Connecting industry, Pacific industry, business and employers, Pacific and communities with the VET ecosystem.
- Connecting the WDCs across the VET ecosystem.

Te Tiriti o Waitangi

The Workforce Development Councils acknowledge Te Tiriti o Waitangi as the founding document of Aotearoa and will give effect to 'te tiriti' in our constitution, policies and practices.

The Pacific Leader is required to have:

- an understanding and a willingness to reflect on the Treaty as a reference point
- develop the vā/relationship between Māori/tangata whenua and Pacific Peoples as a way forward in Māori-Pacific vā in Aotearoa.

Qualifications

A relevant tertiary qualification(s), auxiliary competence and academic eligibility would be an advantage.

Key Relationships

Maintain key relationships with:

Chief Executives of WDCs / The Board of Hāpaitia Shared Services
Council Chairs and members
Pacific Fono
Te Kāhui Ahumahi
Poumatua/Manukura
Industry (including Pacific business/industry)
Education providers, including Wānanga, Te Pūkenga, PTEs
Regional Skills Labour Groups (RSLGs)
Centres of Vocational Excellence (CoVEs)
Pacific training institutions and initiatives
Pacific organisations

Maintain government relationships including:

Tertiary Education Commission (TEC)
Ministry of Education (MOE)
Ministry of Business, Innovation and Employment (MBIE)
New Zealand Qualifications Authority (NZQA)
Ministry for Pacific Peoples
Pacific Crown entities
Government Department Cross-Agency(s)

References

Legislation / Foundation documents:

- Education and Training Act 2020
- Tertiary Education Strategy
- Action Plan for Pacific Education 2020 - 2030

Appendix A – Outcomes framework

<p>Pacific perspectives and importance</p>	<ul style="list-style-type: none"> ● Provides a culturally safe platform to address inequities, and systemic bias for Pacific success ● Makes a clear and compelling argument as to why equitable outcomes for Pacific are critically important in a way that influences others. ● Leads others to understand how Pacific identities, languages and cultures are essential to definitions of success as Pacific ● Identifies cultural perspectives and bias; challenges views and is particularly skilled in leading others to value and respect alternative cultural perspectives. ● Empowers others to understand their own cultural perspective. ● Leads others to understand that Pacific are inherently capable of achieving equitable outcomes.
<p>Enhancing organisational performance</p>	<ul style="list-style-type: none"> ● Required to work cross functionally with tier 2 leadership team ● Have a measurable and significant positive impact on performance on Pacific matters across the six WDCs. ● Creating safe working spaces for Pacific practice to occur across the WDCs.
<p>Equitable outcomes for Pacific</p>	<ul style="list-style-type: none"> ● Develops and implements innovative strategies to achieve equitable outcomes for Pacific. ● Engages effectively and appropriately with Pacific, including colleagues, external experts, Pacific industry/businesses, Pacific organisations, learners. ● Utilises latest research and resources to build the knowledge base for Pacific in education. ● Demonstrates a commitment to the potential of Pacific learners in actions and interactions with themselves, their aiga, community and others. ● Ensures that Pacific access to vocational education is prioritised. ● Challenges current processes and thinking, and presents new ideas about doing things differently in order to deliver equitable outcomes with Pacific achieving education success as Pacific.
<p>Leading with industry interface</p>	<ul style="list-style-type: none"> ● Taking a senior advisory role in relationships with industry representatives, including: <ul style="list-style-type: none"> ○ Existing models of Pacific delivery operating inside and outside MOE/TEC authority ○ Traversing a number of diverse industry priorities ○ Interpreting and representing WDC-wide views on issues ○ Providing free and frank advice on politically sensitive issues ○ Providing guidance to other staff on their approach to political representatives.
<p>Pacific Leader KPI's</p>	<ul style="list-style-type: none"> ● Design a KPI Excellence Framework with the CEs for regular self-evaluation and monitoring of your own performance as the Pacific Leader ● Employee involvement and relationship with you, Shared Services and WDCs ● Skill enhancement and motivation as a way of achieving operational effectiveness ● Definitive organisational objectives, performance monitoring and leadership quality ● Align all processes to BAU goals to ensure everyone works toward the same objectives ● High-performance work ecosystems and focus on solving specific operational problems ● An organisational culture that reflects vā Pacific/Maori interests and aspirations.