



Principal Advisor, Māori Capability and Engagement

Group: Executive Office
Reports to: Director, Māori Capability and Engagement
Date: November 2024
Salary range: Band G

The Controller and Auditor-General is a constitutional role designed to protect the financial integrity of New Zealand's system of government. We provide independent assurance to Parliament and the public that public organisations are operating and accounting for their performance as Parliament intended.

Commitment to te Tiriti o Waitangi

Te Tiriti o Waitangi | The Treaty of Waitangi (the Treaty) is New Zealand's founding document and part of the nation's constitutional framework. Our independence means we have a role to play in ensuring that the public sector is delivering on its Treaty obligations. As a statutory body performing a public function, we also need to carry out our work in a way that upholds the Treaty. Our vision is to be seen as trustworthy by both Treaty partners, and able to hold public organisations accountable in a way that iwi, hapū, and whānau Māori, as well as Parliament and the wider public, can have confidence in.

To help put our commitment to the Treaty into practice, we are building our capability to develop meaningful relationships with Māori and to focus on matters that make a real difference for iwi, hapū, and whānau Māori. The Principal Advisor, Māori Capability and Engagement is part of a small team who will oversee the implementation of Kia Tika, our Te Ao Māori Strategy, and increase capability across the Office of the Auditor-General, the Corporate Services Group, and Audit New Zealand (the Office).

Position description

Purpose and objectives

The purpose of this position is to provide intellectual leadership, expert cultural advice and guidance, and support across the Office to enable us to increase the impact of our mahi through effective engagement with Māori.

The Principal Advisor, Māori Capability and Engagement will achieve this by:

- supporting, and where necessary acting for, the Director Māori Capability and Engagement in the implementation of Kia Tika;

- leading initiatives to embed Māori cultural awareness and understanding in the Office's systems, policies, procedures, and practices (including identifying where changes may be appropriate to better understand and reflect Māori perspectives);
- providing high-quality advice to enhance the way the Office approaches its audit functions under the Public Audit Act 2001, informed by knowledge and experience of tikanga Māori and kaupapa Māori;
- creating and maintaining systems to monitor the Office's progress in achieving Kia Tika actions and deliverables;
- leading a community of practice with other Principal Advisors in the Office, to share knowledge and expertise in te ao Māori;
- building strategic, enduring relationships between the Office, iwi and hapū, and the kaupapa Māori organisations the Office audits;
- supporting the effective operations of the Rōpu Māori alongside the Director, Māori Capability and Engagement, including providing cultural support where appropriate;
- providing intellectual leadership to inform the Office's strategic and annual planning processes and ensure that the Office's discretionary work is appropriately focused on public sector performance issues impacting Māori; and
- providing expert advice to staff across the Office to ensure that our work can provide insights that are relevant to Māori as well as to public organisations, Parliament, and the wider public.

General responsibilities

Support the implementation of Kia Tika

- Lead the day-to-day delivery of the Kia Tika work programme, including monitoring and reporting progress.
- Draw on networks to help establish enduring relationships between the Office and Māori stakeholders, as appropriate.
- Lead the delivery of cultural support for the Office for significant events or occasions to ensure that tikanga is appropriately applied, including the development of policies and processes.
- Provide advice and support directly to the Auditor-General and Deputy Auditor-General and members of the Combined Leadership Team on cultural matters, as required.

Support the wider Office

- Provide advice and support to the Māori Champions Network and others, to guide the development of strategy-related plans and processes.
- Identify opportunities that celebrate and acknowledge te ao Māori events and create a programme to raise awareness and participation.
- Support the Office to identify areas of our work programme where we should prioritise our attention for greatest impact.
- Assist with cross-Office kōrero and engagement towards ensuring that we understand the cultural significance of the actions we propose to take.

Support capability development

- Create opportunities to build confidence and awareness of tikanga and te reo Māori across the Office.
- Support the development of training and development plans, frameworks, and other tools to build capability in te ao Māori.
- Support staff to engage appropriately with Māori through their work, including providing advice on when, who, and how to engage and directly supporting staff with engagement where appropriate.
- Provide expert advice to support high-quality audit or inquiry practices and outcomes (particularly in relation to audit or inquiry work that focuses on how public organisations are upholding obligations to Māori or seeking to improve outcomes for Māori).
- Work to identify where changes may be appropriate to internal practices to better incorporate Māori perspectives.

Staff management and relationships

Staff reporting to you

- There are no staff reporting to this position.

Internal relationships

- The Controller and Auditor-General and Deputy Auditor-General.
- The Executive Director, Audit New Zealand.
- The Office of the Auditor-General and Audit New Zealand Combined Leadership Team.
- All Office staff, including the Office of the Auditor-General, the Corporate Services Group, and Audit New Zealand.

External relationships

- Public organisations and senior public officials.
- Members of parliamentary select committees and other members of Parliament.
- Iwi leaders, Māori community leaders, kaupapa Māori organisations and networks, academics, and other Office stakeholders.
- Peers in central and local government organisations.

The value you will bring

This role will require specialist knowledge and experience in the following areas:

- A thorough understanding of te reo Māori and tikanga Māori.
- Demonstrated knowledge and experience working with iwi, hapū, whānau, and Māori communities.

People matter

Our independence is critical

We act with integrity and courage

We're here to make a difference

- Strong relationships and credibility within te ao Māori and across government.
- Strong written skills and the ability to articulate complex topics with ease.
- Proven experience in strategy development and implementation.
- Proven experience in capability building across a complex organisation.
- A thorough understanding of New Zealand’s system of government, the role of Parliament, and the role of the public sector.

Qualifications

- A relevant tertiary qualification and a depth of experience and demonstrated leadership in similar public sector or private sector roles.

Key competencies

Doing	Connecting	Being	Leading
<p>Exercise judgement</p> <p>Makes decisions based on available information and determines actions while navigating complex environments.</p>	<p>Collaborate</p> <p>Works collaboratively with others internally and externally and contributes to the best possible collective efforts of the organisation.</p>	<p>Building te ao Māori capability</p> <p>Exhibits awareness of own culture and beliefs and how that affects the work done. Understands New Zealand’s bi-cultural context, demonstrates commitment to te Tiriti o Waitangi and to learning and integrating te ao Māori.</p>	<p>Think strategically</p> <p>Thinks globally and works purposefully towards reaching long-term goals. Thinks conceptually to develop creative solutions in uncertain contexts.</p>
<p>Plan and prioritise.</p> <p>Effectively plans and organises in light of priorities to deliver results for the organisation.</p>	<p>Communicate with influence.</p> <p>Engages with and influences others through clear communication, persuasive arguments, and being mindful of the audience’s needs.</p>		

Health and Safety responsibilities

- Work safely and take responsibility for keeping yourself and colleagues free from harm.
- Report all incidents and hazards promptly.
- Know what to do in an emergency.
- Co-operate in implementing return-to-work plans.
- Be always a visible role model.
- Follow the Office’s safety rules and procedures.