

## Job Description

<b>Job Title:</b>	Chief Advisor, Māori
<b>Reports to:</b>	Chief Executive
<b>Direct reports:</b>	Nil
<b>FTE</b>	0.5 FTE
<b>Date:</b>	October 2024

## Our Purpose

The purpose of He Pou a Rangi Climate Change Commission (the Commission) is to provide independent, expert advice to the New Zealand Government on both mitigating and adapting to the effects of climate change, and to monitor and review the Government's progress towards its emissions reduction and adaptation goals.

The Commission was established by the Climate Change Response (Zero Carbon) Amendment Act 2019 ('the Zero Carbon Act'), which amended the Climate Change Response Act 2002 (CCRA).

The Commission recognises and respects the Crown's responsibility to give effect to the principles of Te Tiriti o Waitangi / The Treaty of Waitangi. Although the Commission is an independent Crown entity, we are guided by the standards of integrity and conduct issued by the Public Service Commissioner.

The Commission is an independent Crown Entity, governed by the Crown Entities Act 2004.

## About the Climate Change Commission

The work of the Commission will help inform successive Government decisions about tackling and adapting to climate change over the coming decades on the journey to a low-emissions and climate resilient Aotearoa New Zealand.

We provide expert advice, built on a foundation of quality evidence and engagement with New Zealanders. We also monitor and review the Government's progress towards its emissions reduction and adaptation goals.

To reflect the next phase of the Commission's work programme we will focus on the following operational objectives:

- **Execute** – We deliver our statutory work in a planned and efficient way
- **Prepare** – We prepare for delivery with a 4-year horizon
- **Anticipate** – We anticipate changes in our operating context and adjust accordingly
- **Streamline** – We increase our efficiency and productivity

## Values



<b>Grounded</b> We use evidence and good judgement	<b>Open-Minded</b> We listen and are open to change	<b>Say it Do it</b> We do what we say	<b>Supportive</b> We work together to get the job done	<b>Purposeful</b> We make conscious and clear choices
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## Role of the Chief Advisor, Māori

This role is positioned as an influential strategic adviser to the Chief Executive and is a member of the Executive Leadership Team. The primary purpose of this role is to provide leadership and strategic advice to ensure the Commission is well positioned to deliver our responsibilities to support the Crown-Māori relationship, te ao Māori and specific effects on iwi and Māori.

The role will work closely with the Chief Science Adviser to ensure our analytical systems and products are tika and pono, and delivered with regard to our commitments to Te Tiriti through section 5M(f) in the Climate Change Response Act.

The Chief Advisor, Māori will provide strategic guidance to the Chief Executive on the Commission's approach to engaging with Māori, to build and maintain relationships with iwi, hapū and whānau and to ensure the voices of Māori are strong and heard in our advice. This role will support the Chief Executive in engagement with iwi and Māori on climate adaptation and mitigation and will lead hui on behalf of the Commission with iwi and Māori leaders.

The role will also support the Chief Executive to grow the cultural capability within the Commission. This will include providing guidance to the executive leadership team in developing and implementing a Te Tiriti o Waitangi statement, framework and action plan to support the Commission in meeting its commitments to Te Tiriti o Waitangi. While this role does not lead a team, this role will also include convening and mentoring a kaimahi Māori Group to ensure appropriate connection, cultural supervision, and support for our kaimahi Māori and work across all business groups within the Commission to embed te ao Māori capability.

The Chief Advisor, Māori will also support the Chief Executive in developing a high-performing relationship with the Commission's Board and, as part of the Executive Leadership Team, contribute to enterprise leadership as relevant.

## Key Accountabilities

Key Accountability Areas:	Key outcomes/expectations:
<b>Advice and thought leadership</b>	<ul style="list-style-type: none"> <li>● Provide strategic leadership and cultural advice the Commission on priority areas for advice relating to ao Māori across our work programmes by guiding leaders to lead their teams on day-to-day objectives.</li> <li>● Provide thought leadership to the Commission to ensure the Commission meets statutory obligations to iwi and Māori.</li> </ul>

	<ul style="list-style-type: none"> <li>• Provide expert advice and Māori worldviews on our work programmes.</li> <li>• Provide advice and guidance on our analytical approach working closely with the Chief Science Advisor.</li> </ul>
<b>Cultural capability</b>	<ul style="list-style-type: none"> <li>• Provide strategic and cultural leadership on the work being done by all leaders to embed te ao Māori capability across the Commission.</li> <li>• Develop a kaimahi Māori group to ensure appropriate connection, cultural supervision and support for kaimahi Māori who wish to participate.</li> <li>• Provide guidance and advice to the ELT in the development and implementation of a Te Tiriti o Waitangi statement that outlines the Commission’s commitment and direction to Te Tiriti o Waitangi.</li> <li>• Provide guidance to the ELT in the development and implementation of a Te Tiriti o Waitangi Framework and action plan for the Commission.</li> <li>• Identify and maximise the opportunities for the Commission to be the exemplar in terms of listening to Iwi and Māori and reflecting that in our advice.</li> </ul>
<b>Engagement</b>	<ul style="list-style-type: none"> <li>• Provide strategic advice to the Commission on the development and implementation of an engagement plan to progress partnerships and relationships with Iwi and Māori.</li> <li>• Support the Chief Executive with engagement with Iwi and Māori and lead hui as required.</li> <li>• Empower all Commission staff to engage with Iwi and Māori in a manner that upholds Tikanga and recognises the Crown – Māori relationship.</li> <li>• Establish and maintain constructive relationships to build trust among key stakeholders including government agencies, to influence decisions.</li> </ul>
<b>Member of the Executive Leadership Team</b>	<ul style="list-style-type: none"> <li>• Lead and role model the Commission’s values.</li> <li>• Champion and lead a safe, and respectful workplace culture.</li> <li>• Lead on organisational priorities, letting go of being across all the details, to operate at the strategic and enterprise level</li> <li>• Present at all times as a senior leader, showing resilience and high levels of self-management in the face of complex and competing demands and ambiguity, and role modelling appropriate behaviours.</li> <li>• Communicate a shared view of the Commission’s strategic direction, inspiring confidence, communicating to gain support</li> </ul>

	<p>for the organisational goals, and helping build a culture in the team of performance, feedback, and collaboration</p> <ul style="list-style-type: none"> <li>• Consider the perspectives, connections, and impacts of decisions across all business groups and functions of the Commission and plan accordingly</li> <li>• Support and contribute collaboratively to the work of the executive leadership team taking an enterprise view, including contributing to initiatives and deliverables led by others in ELT, where input is needed from across the functional groups.</li> <li>• Ensure the application, integration and use of te ao Māori, tikanga, mātauranga Māori and the Māori economy and an appreciation of the Treaty of Waitangi, Te Tiriti and the Treaty Principles.</li> <li>• Act on behalf of the Chief Executive when required, building sufficient awareness of all the broad functions of the Commission to enable this.</li> <li>• Support the Chief Executive to engage, and contribute to building trust, with the Commission Board, promoting a high-performing relationship between Board and ELT.</li> <li>• Work with, and provides information and responses in a timely manner to, the Corporate Accountability and Operations teams to meet business planning, governance, accountability and legislative compliance needs.</li> <li>• Comply with the Commission’s legislative requirements.</li> <li>• From time to time, perform other duties as may be reasonably required.</li> </ul>
<p><b>Cultural Responsiveness</b></p>	<ul style="list-style-type: none"> <li>• Provide strategic oversight of the work being done to embed te ao Māori (te reo Māori, tikanga, kawa, Te Tiriti o Waitangi) into the way we do things at the Commission.</li> <li>• Continuously building more experience, knowledge, skills and capabilities for all Commission to confidently engage with whānau, hapū and iwi.</li> <li>• Collaborate and work together with different cultural communities.</li> <li>• Demonstrate that cultural responsiveness is valued, understood, and applied within the Commission.</li> </ul>

## Key Relationships

- Chief Executive
- Commission Board Members
- Pou Herenga

- Executive Leadership Team
- Senior Leadership Team
- Staff
- External Stakeholders
- Iwi and Māori leaders and groups

## Knowledge and Experience

- Relevant tertiary qualification and/or equivalent experience
- Deep understanding of Tikanga Māori and Te Reo Māori (fluency desired).
- Extensive knowledge of Te Tiriti o Waitangi, with the ability to bring the essence and intentions of Te Tiriti to life in a way that is relevant for today.
- Māori leadership experience and ability to work with and influence senior leaders and decision-makers to achieve organisational objectives, including in supporting the Crown-Māori relationship.
- Established networks across and within iwi, Māori and government
- The gravitas and resilience required to develop a high-profile presence to represent the Climate Change Commission effectively.
- Exemplary stakeholder engagement and demonstrated ability and mana to influence and lead at a system level.
- Proven ability to build and maintain relationship with a range of stakeholders, including understand different stakeholder's motivations and the ability to influence and persuade.
- Demonstrated high levels of integrity
- Experience mentoring people within the organisation and sector and/or leading the development of technical capability.