

Kaihautū - Māori Development Manager

Location	Thames Coromandel	
Reports to	Group Manager Community	
Group	Community	
Direct Reports	1	
Financial Authority	Nil	
Functional Relationships	<i>Internal</i> Group Manager Community, Chief Executive and Senior Managers, Mayor and elected members, Council sub-committee members, TCDC staff	<i>External</i> Tangata whenua/iwi, hapū, residents and ratepayers, professional advisors, contractors and consultants

Our Council

As one of the largest employers on the Coromandel Peninsula, we are proud to be Thames-Coromandel District Council.

We will provide high quality, affordable services and facilities with excellent customer service. We will maintain innovative leadership and empower our communities. We will strive to make the Coromandel Peninsula a desirable place to live, work and visit.

To achieve our vision we aim to attract, employ and support people to be their best while being guided by our core values of being **up Front**, **Accountable** and **Better together**.

How you fit

The Kaihautū - Māori Development Manager is responsible for championing and implementing a TCDC Māori Development and Engagement Strategy that is aligned with Council direction and organisational values

Through relationship building, engagement and cultural capability development, the role helps ensure Iwi and Hapū aspirations and perspectives are reflected in Council planning, decision-making and community outcomes.

The role supports Council to move beyond consultation towards enduring partnerships founded on whakawhanaungatanga, trust, mutual respect and shared understanding.

The role acts as a key advisor and trusted connector between Council and Māori communities, strengthening relationships, supporting participation and contributing to a future that reflects the unique identity and aspirations of Hauraki and the Coromandel Peninsula.

The Kāihautū - Māori Development Manager serves as a bridge between Council and Māori communities on the Coromandel helping to weave together the aspirations of people, place and future generations. Through strong relationships, meaningful participation and a commitment to partnership, the role contributes to a future where the unique identity of Hauraki and the Coromandel Peninsula is recognised, respected and reflected within the work of Thames-Coromandel District Council.

Your responsibilities	
Accountable for	Successful when
Advice and guidance	Trusted advice informs decisions. Leadership and staff receive timely, credible and practical advice on Māori aspirations and priorities, Te Tiriti o Waitangi responsibilities, emerging issues and opportunities, and strategic relationships and partnerships. Matters that may affect Council's relationships, decisions or outcomes for Māori are proactively identified and communicated to executive leadership. Māori perspectives are evident in reporting and decisions. Emerging opportunities and risks are identified and addressed early and possible solutions and pro-active pathways forward are identified.
Relationships and partnerships	Enduring relationships are strengthened. Trusted, respectful and reciprocal relationships are maintained with mana whenua, iwi, hapū, marae and Māori organisations. Rangatira ki Rangatira engagement and other partnership opportunities are facilitated where appropriate. Council is represented professionally in Māori communities and relationship forums, strengthening trust and enabling collaboration on shared outcomes.

Māori engagement and participation	Participation is early and meaningful. Culturally responsive engagement begins early enough to influence decisions and outcomes. Whakawhanaungatanga, whakarongo, whakahoki kōrero and meaningful participation underpin the engagement approach. Māori participation grows, and communities feel heard, respected and well informed.
Strategic planning and projects	Māori perspectives shape planning outcomes. Māori participate meaningfully in Council consultation processes, future planning, and in appropriate Council projects. Plans, projects and decisions clearly reflect Māori aspirations, values and perspectives. Long-term planning integrates relevant cultural, environmental and community considerations.
Community resilience	Communities are stronger and more resilient. Council and community networks work together on initiatives that strengthen wellbeing, marae resilience, emergency preparedness, climate resilience and future-focused planning. Māori communities participate actively in resilience planning, and their aspirations shape community initiatives. Strong partnerships deliver positive and sustainable community outcomes.
Organisational support	A cultural capability programme is led and implemented. An organisation-wide cultural capability programme is developed and delivered in alignment with Council priorities and Te Tiriti o Waitangi responsibilities. People leaders actively champion the programme and reinforce expectations through their leadership practice. Learning pathways, resources and practical support are coordinated to meet the needs of different roles, teams and levels of capability. Culturally capable practice becomes increasingly visible and consistent across Council systems, services, engagement and decision-making.

Health, safety and wellbeing	A safe and healthy workplace is maintained. All reasonably practicable steps are taken to ensure your own safety, and to ensure that you do not cause harm to any other person by your actions or inaction. All reasonable workplace health and safety policy and procedures are followed. Any reasonable instructions given are complied with. A personal commitment to Health, Safety and wellbeing is demonstrated, in accordance with TCDC's Health and Safety Policy.
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About you

A successful **Kaihautū – Māori Development Manager** will need the following to succeed

Education/training	A recognised relevant tertiary Level 7 qualification is preferred.
Experience	Demonstrated experience working with iwi, hapū and Māori communities. Experience building and maintaining strategic relationships. Strong understanding of Te Tiriti o Waitangi and local government obligations. Experience leading engagement programmes and stakeholder relationships. Strategic planning, policy or community development experience. Experience working within complex stakeholder environments. Experience in local government. Experience within Hauraki or neighbouring rohe. Community resilience or emergency management experience. Experience facilitating hui, wānanga and workshops

Knowledge, skills and attributes	Proficiency in Te Reo Māori me ōna tikanga. Sound understanding of mātauranga Māori. Highly developed relationship management skills. Excellent verbal and written communication skills. Strategic thinking and problem-solving ability. Political awareness and sound judgement. Ability to work effectively across diverse communities and stakeholder groups. Ability to influence without authority. High levels of integrity and professionalism. Understanding of Hauraki iwi, hapū and history. Knowledge of spatial planning, environmental management or community development.
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I certify that I have read this position description and reasonably believe that I understand the requirements of the position. I understand that:

- a) This position description may be amended by the employer following reasonable notice to me
- b) I may be asked to perform other duties as reasonably required by the employer in accordance with the conditions of the position.

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Employee

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Date

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Employer

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Date