

POSITION DESCRIPTION

The Salvation Army – Te Ope Whakaora



Position:	Policy Analyst - Te Ao Māori
Reports to:	Shared role between Research and Justice Stream Lead -Director SPPU and Te Au Hūmārika
Date:	13 November 2024

OUR ORGANISATION

Who we are The Salvation Army, a beacon of hope and transformation since 1865, operates in over 130 countries under the coordination of our International Headquarters in London. As a registered charity under the Charities Act 2005, we are committed to making a difference. Our diverse workforce, serving in New Zealand, Fiji, Tonga, and Samoa comprises more than 5,000 people including officers, employees, and a vibrant community of volunteers. We are proud to be recognised as a high-value employer that cherishes the contributions of each member of our caring workforce. Our volunteers, valued members of our Army, help us extend our reach and deepen our impact, embodying our commitment to community service. Together, we strive to continue our legacy of positive change.

Our Vision Statement Together, we live out the good news of Jesus Christ so that everyone can experience hope, wholeness and ongoing transformation – the fullness of life as God intended.

Our Mission Statement The Salvation Army, an international movement, is an evangelical part of the universal Christian Church. Its message is based on the Bible. Its ministry is motivated by love for God. Its mission is to preach the gospel of Jesus Christ and meet human needs in his name without discrimination.

In the context of New Zealand, Fiji, Tonga, and Samoa, we apply this through our local mission statement of caring for people, transforming lives and reforming society by God’s power.

Te Tiriti O Waitangi The Salvation Army is firmly committed to honouring the principles of partnership, protection and participation inherent in Te Tiriti o Waitangi.

- **Partnership:** New Zealand was founded on the basis of bicultural partnership. The Salvation Army aims to work together with Māori in all its church and social service settings, involving and supporting each other.
- **Protection:** The inequalities that exist between Māori and Tauīwi in New Zealand cause Māori to face considerable challenges and hardships. The Salvation Army strives to see Māori protected from the social and economic causes of inequality so they can achieve the best possible outcomes for themselves in their own land.
- **Participation:** The Salvation Army greatly values the many Māori serving within The Salvation Army as church leaders, staff and volunteers. These individuals enrich The Salvation Army as a movement and strengthen its mission.

Our Values

- **Connected:** we are better together
- **Compassionate:** we live out love in action
- **Innovative:** we respond to the changing realities of the world
- **Courageous:** we do what’s right, not what’s easy.

PURPOSE OF THE TEAM

The purpose of the Social Policy and Parliamentary Unit (SPPU) is to work towards the eradication of poverty in New Zealand. It does this with a national focus on social policy development, social justice activity and engagement with national leaders in the sectors of politics, government, media and education.

Te Au Hūmārika creates seeks to create an environment where Māori engaging with Te Ope Whakaora thrive, realising a fullness of life as intended by God. Māori will experience 'a place we belong with our whole being'.

By holding a joint position of Policy Analyst- Māori, the two teams wish to work together to bring a Te Ao Māori view across the work of SPPU and assist Te Au Hūmārika to have analytical and research capacity, as both teams work to advance the justice that is contained within Te Tiriti and to assist the Salvation Army to implement its Te Tiriti commitments.

PURPOSE OF THE POSITION

To provide policy analysis, research and advocacy on key socio/economic issues that impact on the people and communities served by Te Ope Whakaora The Salvation Army.

To provide a Te Ao Māori lens over the whole work of the SPPU

To undertake research, policy and advocacy work on topics identified as being of specific and particular concern to Māori clients, members and stakeholders

To support Te Au Hūmārika with policy analysis and research skills

To assist SPPU and Te Au Hūmārika to collaborate on a day to day basis to enhance the work of both departments

Functional relationships

- Justice and Research Stream and SPPU staff
 - Te Au Hūmārika team
 - Politicians and government officials
 - Social sector advocacy organisations
 - Te Tai Karere (Māori Voice)
 - THQ Officers and staff
 - Iwi, Hapū and Whānau as necessary
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KEY RESULT AREAS

KEY RESULT AREA	KEY TASKS
Vision, Strategy & Planning	<ul style="list-style-type: none">- Contribute to developing the strategic and operational plans for both the SPPU and Te Au Hūmārika with a primary emphasis on bringing a Te Ao Māori perspective to the work of SPPU as a whole, linking this work with the work of Te Au Hūmārika and supporting them with policy responses and advocacy to underpin their work. The role will also work to ensure a collaborative approach to planning where it impacts on Māori clients, stakeholders, staff, across both the SPPU and Te Au Hūmārika.
Writing and Analysis	<ul style="list-style-type: none">- Prepare quality social policy research papers which respond to issues that will assist in the eradication of poverty and marginalisation in Aotearoa- In consultation with Te Au Hūmārika and Tāngata Whenua carry out social policy advocacy work that enhances the rangatiratanga of Māori according to Te Tiriti o Waitangi- Respond as required by the Research and Justice Stream Leader to emerging issues of concern that affect the lives of vulnerable and low-income people in Aotearoa

KEY RESULT AREA	KEY TASKS
Communication and Advocacy	<ul style="list-style-type: none"> – Produce materials for use in various hui – conferences, seminars and teaching environments – Prepare submissions to parliament, government, public and other select committees, commissions and public enquires – Engage, as requested by the Justice Stream Lead and Te Tumu Whakarae, with media in a manner that represents the needs of the people the Salvation Army services and upholds the values of the Salvation Army – Research and draft articles and conference material for the general use of Justice Stream staff and TSA leadership
Quality	<ul style="list-style-type: none"> – Provide peer review as requested and constructive feedback of colleagues work within the Justice Stream/SPPU and Te Au Hūmārika
Te Ao Māori perspective	<ul style="list-style-type: none"> – Assist the Justice Stream, and SPPU to make real TSA's Te Tiriti o Waitangi commitment, and commitment to the eradication of poverty and disadvantage amongst Māori by bringing a Te Ao Māori, Te Tiriti informed perspective and articulation of issues to the work of the Justice Stream/SPPU. – To identify issues of critical importance to Māori that are appropriately part of the Justice Stream/SPPU
Partnership and Collaboration	<ul style="list-style-type: none"> – Develop and maintain appropriate networks internally and externally to further the work of SPPU and Te Au Hūmārika – Actively engage in and encourage collaborative working across TSA and with external appropriate stakeholders
Other Duties	<ul style="list-style-type: none"> – From time-to-time other duties in line with the position may be required. –
Professional and Personal Development	<ul style="list-style-type: none"> – Commit to continued learning both formal and informal. – Undertake professional development as agreed with line manager.
Mission Support	<ul style="list-style-type: none"> – Commits to upholding and supporting The Salvation Army mission and Christian values. – Actively maintains positive communication and effective working relationships with other team members. – Understands and follows unit manuals and policies. – Supports and assists other members of the team in achieving their goals. – Works collaboratively with the other TSA expressions in the area/region. In order to maximise missional outcomes. – Willingness to work with Tikanga and to develop an understanding of Te Tiriti o Waitangi. – Is committed to working towards creating a diverse environment and is proud to be an equal opportunity employer.
Health and Safety	<ul style="list-style-type: none"> – Undertake Health & Safety Induction as directed. – Adhere to all Health and Safety guidelines and polices. – Health & Safety reporting is undertaken according to guidelines and polices.

REQUIRED FORMAL QUALIFICATIONS

- Relevant tertiary level qualification in a social science or related disciplines
 - At least 3 years' experience working in social policy related field
 - Competent in Te Reo Māori me ōna tikangai
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REQUIRED COMPETENCIES & ATTRIBUTES

- Excellent written and oral communication skills.
 - Good cross-cultural understanding.
 - Ability to work cooperatively in a team environment, sharing information, ideas and effective practices while maintaining client and service privacy, and confidentiality.
 - Sound understanding of Te Ao Māori
 - Excellent time management
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