

Title	Kaitohutohu		
Reports To	Kaitaki Mana Whakahaere		
Location	Te Taitokerau/Te Manawa Taki/Te Ikaroa/Te Wai Pounamu region		
Business Group	Hauora Māori Tūmatanui, NPHS		
People	Direct Reports: 0	Indirect Reports: 0	
Budget	Opex:	Capex:	
Delegated Authority	HR:	Finance:	
Job Band	SP17	Tier	5
About the Role	<p>The primary purpose of the Kaitohutohu role is to:</p> <ul style="list-style-type: none"> • Provide advice on embedding our te Tiriti relationship and obligations in NPHS regional & local initiatives, projects and services that impact on iwi and Māori communities • As required, providing support in relation to kawa, tikanga & te reo Māori • Supporting the Kaitaki Mana Whakahaere to bring regional and local perspective to Hauora Māori Tūmatanui & a strategic hauora Māori perspective to their NPHS Region • Ensuring a strong connection of Hauora Māori Tūmatanui actions and outcome into regional & local initiatives, projects and services • Contribute to NPHS workforce capability in embedding te Tiriti & understanding and implementing Māori equity into initiatives, projects and services • Contributes to relationships, engagement & communications for NPHS regionally & locally, with a particular focus on the wider determinants of health as they relate to the aspirations of iwi and Māori communities • Contributes to high quality engagement & relationships with IMPBs & localities. <p>The Kaitohutohu is a kaitiaki of the [region] Regional Directorate wharepuni within the Pā Tūwatawata. Led by the Kaitaki Mana Whakahaere, you will advance the Hauora Māori Tūmatanui work programme within the [region] Regional Directorate and support a strong partnership between both Directorates for the benefit of kaimahi Māori in the [region] Regional Directorate.</p>		
Organisational Impact	<p>The primary organisational impact of the position is to support a Tiriti dynamic region that enables iwi and Māori communities to realise their well-being aspirations.</p> <p>Give effect to Pae Ora through reflective, servant leadership that is grounded in Te Tiriti understanding, supports equity, builds system wide connections and enables teams to thrive through culturally-safe connections.</p>		

Key Result Areas	Expected Outcomes
Kawa, tikanga & te reo Māori	<ul style="list-style-type: none"> • Support Regional Directors in using kawa and tikanga appropriately to enhance the cultural safety of regional teams • Role model the integration of mātauranga Māori into public health practice • Encourage & develop the correct use & pronunciation of te reo Māori in regional teams

	<ul style="list-style-type: none"> Support aspirations of kaimahi Māori in the region for te reo Māori learning and development.
Workforce Development	<ul style="list-style-type: none"> Support Hauora Māori Tūmatanui in regional and local workforce planning & development aligned with: <ul style="list-style-type: none"> the aspirations of te Mauri o Rongo Te Pae Tata the Māori Public Health Wokrforce Development and Progression Plan that is component of Te Whatu Ora Health Workforce Plan
Innovation and Improvement	<ul style="list-style-type: none"> Provide advice on regional innovation in service development, procurement models & monitoring that better meets the aspirations of iwi and Māori communities Contribute to the development and operation of hubs and other models of manaaki support in the region for whānau, hapū, iwi and Māori communities Contribute to the development & continuous improvement of processes, tools and frameworks within the wider team.

Key Result Areas	Expected Outcomes
Achieving equity for Pae Ora	<ul style="list-style-type: none"> Works collaboratively with other business units and across sectors, to collectively contribute to the strategic health outcomes outlined in the Pae Ora (Healthy Futures) Act 2022¹, and the Te Pae Tata the NZ Health Plan. Ensure all Directorate work prioritises equity in the work programme of the Directorate that impact on iwi and Māori communities and the eight Pacific nations' communities, addresses intersectional inequities and equity as both a population health concerns and a Tiriti right for Māori Role-models a change in the way we work to improve health outcomes, equity for Māori, as well as Pacifica, Whaikaha, and other groups, that achieves the goals of Pae Ora. Supports the business unit's equity commitments to achieve public and population health performance and outcomes. Is part of a culturally safe workforce, reflecting our diverse community, and rolemodels a better understanding own cultural perspectives to bring awareness and how this may unconsciously impact interactions and service delivery, to advance work across a range of social contexts. Including, to partner effectively with Te Aka Whai Ora and Manatu Hauorā in advancing Māori health aspiration and outcomes.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Advocate and challenge to ensure all work reflects our te Tiriti o Waitangi obligations Champion the Article II rights of iwi and Māori communities to maintain tino rangatira & progress their mana motuhake in the work programme of the NPHS Ensure a focus on equity for Māori as a right under Article III in the work programme Contribute to developing a Tiriti dynamic Directorate & make a positive contribution enhancing the Tiriti literacy of the workforce

¹ The explicit purpose of Act is to: protect, promote, and improve the health of all New Zealanders; achieve equity in health outcomes among New Zealand's population groups, including by striving to eliminate health disparities, in particularly for Māori; and build towards pae ora (healthy futures) for all New Zealanders.

	<ul style="list-style-type: none"> Focus on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. Support tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery, and monitoring of health care.
Technical Advice	<ul style="list-style-type: none"> Contributes to the delivery of key pieces of work with the oversight and support of Senior Advisors and Principal Advisors. Gathers and researches information, writes and provides advice and support. Learning to achieve this in a range of formats for a range of audiences, to inform decision-making. Delivers work to the agreed standards by understanding the work programme assigned to, maintaining a focus on data quality, managing time effectively and ensuring work is completed by the required timeframes. Contributes to the implementation of projects and programmes and to the development and continuous improvement of processes, tools and frameworks of the Group. Take a systems view of the work responsible for, to develop an understanding of the broad connections and impact of the work being undertaken. Continuously develops and improves own technical expertise in line with relevant industry/sector trends.
Collaborative Relationships and Networks	<ul style="list-style-type: none"> Role model whanaungatanga & kotahitanga in working with their Kaitaki Mana Whakahaere and Kaitohutohu team to coordinate and integrate a Hauora Māori Tūmatanui vision & operational strategy across the region Partner with peers in Te Aka Whai Ora Māori Health Authority and Pacific Health Business Unit, and others, to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in advice Role models effective team player behaviour and works to support inclusive, productive interactions and service delivery by actively breaking-down silo thinking and behaviour, especially at decision making level, to allow for best work. Collegially supports others to do the same. Maintains awareness of work happening across Te Whatu Ora/Health NZ and support joined-up organisational positions on operational and policy issues, particularly with contentious and complex issues, to drive sustainable performance outcomes. Builds alliances and partnerships with iwi and Māori communities and with the Samoan, Cook Islands Māori, Tongan, Niuean, Fijian, Tokelauan, Tuvaluan, and Kiribati communities in Aotearoa NZ, and works to meet the obligations of the special relationship under Te Tiriti o Waitangi.

Key Relationships

- Iwi & Māori communities
- Kaupapa Māori, iwi and Māori health NGOs
- Iwi Māori Partnership Boards
- Localities
- Regional government agencies
- Regional Integration Teams
- Regional:
 - Regional Public Health Emergency Management Team
 - Public Health Medicine Specialist/Medical Officer of Health
- Te Aka Whai Ora:
 - Public and Population Health
 - Regional teams
- Kaimahi Māori

Essential Requirements	
Experience	<ul style="list-style-type: none"> • A relevant tertiary qualification, or equivalent experience: <ul style="list-style-type: none"> • Needs to draw on relevant longer-term experience specific to the job and work demands, acquired over time– 3-5 years • Previous experience in applying critical thinking, using sound judgment to develop options and knowledge of the machinery of government, and policy development, is preferable. • Understanding of kawa and tikanga and a commitment to Te Tiriti o Waitangi & some experience working in partnership with iwi & Māori communities • Understanding & experience working in partnership with Pacific communities • Understanding of, and commitment to, the specific relationship under te Tiriti o Waitangi, and Te Whatu Ora's role in improving outcomes for iwi and Māori communities
Knowledge, Skills, and Attributes	<ul style="list-style-type: none"> • Developing analytical skills. Demonstrates an ability to pull together clear ideas and conclusions from technical data, and write and talk about the issues with a range of audiences. • Is approachable with a collegial attitude and desire to work with others to achieve results and share knowledge and expertise. • Demonstrates initiative and an ability to think ahead, establish priorities and meet deadlines whilst preserving accuracy and confidentiality. • Demonstrates a drive to deliver and to take personal responsibility, and has a calm and professional demeanour. • Demonstrates an willingness to build constructive and effective relationships with stakeholders to build a sound understanding of their operational environment and context. • A level of and/or commitment to learning te reo Māori
Education	<ul style="list-style-type: none"> • A relevant public health or Māori studies tertiary qualification, or equivalent experience