

Kaihononga Māori - Position Description

New Zealand Playcentre Aotearoa Vision/Mission:

Whānau Tupu Ngātahi - Families growing together.

Playcentre is a family organisation where:

- we empower adults and children to play, work, learn and grow together
- we honour Te Tiriti o Waitangi and celebrate people's uniqueness
- we value and affirm parents as the first and best educators of their children so that whānau are strengthened and communities enriched

Purpose of the Position

Provide advice to enact the strategic plan and support Playcentre to incorporate and embed Te Ao Māori into its services by:

- Collaboratively supporting and guiding kaimahi and whānau to develop Playcentre's cultural capability
- Supporting Rōpū Māori to function effectively
- Contributing to the development of a Te Ao Māori delivery model
- Identifying key local and Te Ao Māori relationships and building reciprocal relationships and partnerships and supporting kaimahi and whānau to build and sustain those connections

Please note this job description may change from time to time as reasonably required by Playcentre Aotearoa.

Place of Work

Regional Office or work from home

Reporting

The Kaihononga Māori reports to the Kaiwhakahaere Hononga Māori

Direct Reports

None



“Whānau tupu ngātahi – families growing together”

Delegations

None

Key Relationships

- Pou Hononga Māori
- Playcentre Aotearoa kaimahi and whānau
- Rōpū, tamariki Māori, whānau Māori, Playcentres
- Whānau, hapū, iwi, hāpori Māori and community organisations

Key accountabilities	
Leadership	<ul style="list-style-type: none">• As a member of the Playcentre Māori Development team, takes a proactive leadership role to collaborate, drive and lead performance striving to enrich and strengthen centres.• Generates confidence and commitment, leading by example, demonstrating and modelling Playcentre values.• Provides clear direction enabling others to perform to their optimum. Know and respects staff, building strong interpersonal relationships, drawing on a wide range of communication skills to inform, listen and persuade.• Consistently behaves in an honest, ethical and professional manner. Promotes and advocates for the highest of personal and professional behaviour and evaluates the performance of staff in the light of those values.• Set objectives and drives results.

Role Specific	<ul style="list-style-type: none"> • Provide guidance and support in the development of national policies, systems, processes, procedures, practices resources and templates to embed Te Ao Māori into the fabric of Playcentre. • In collaboration with the Kaiwhakahaere Hononga Māori and Pou Hononga Māori, develop and implement a National Service Delivery Strategy to provide kaimahi and centres with the services and support they need to be successful in implementing Te Mahere. • Support centre facing regional staff to be responsible for providing bicultural practice support to centres • Ensure support is in place for Bicultural Officers to develop and strengthen bicultural practice in their centre. • Provide support to Te Whare Tikanga Māori to enable Rōpū Māori to function effectively. • Identify potential key Te Ao Māori relationships and partnerships. • Develop and build authentic and respectful partnering with individuals, whānau, marae, hapū, iwi and other regional Māori organisations. • Facilitate and connect Playcentre kaimahi and whānau to develop and build authentic and respectful partnering with individuals, whānau, marae, hapū, iwi and other regional Māori organisations. •
Bi-cultural partnership	<ul style="list-style-type: none"> • Displays a demonstrated understanding of Te Ao Māori, including an appreciation of matauranga Māori, tikanga Māori and te reo Māori. • Recognises and understands the principles of Te Tiriti o Waitangi and how they relate to Playcentre. • Participates in ongoing Treaty and Bicultural related training and other appropriate professional development.
Centre focused	<ul style="list-style-type: none"> • All Playcentre employees have responsibility for ensuring that their role and contribution (whether directly or indirectly) in the development, co-ordination and provision of services or support, proactively helps centres to be able to undertake their work upholding and promoting Playcentre Aotearoa values and philosophy.

Health and Safety	<ul style="list-style-type: none"> • Undertakes work safely complying with the Health & Safety at Work Act 2015 and taking responsibility for your own actions. • Complies with all H&S information, instruction, Playcentre policies and procedures, training and supervision. • Reports any health & safety hazards, risks and incidents in the workplace immediately. • Complies with all requirements of return to work and rehabilitation plans.
-------------------	---

Key competencies	
Pou Hono: Valuing Māori	<ul style="list-style-type: none"> • Actively engages in promotion of Māori cultural values. • Recognise that others will bring/apply their cultural perspective to all discussions, decisions and actions. • Identifies cultural perspectives and bias in others and challenges their views in a manner that would cause them to self-reflect.
Analytical thinking	<ul style="list-style-type: none"> • Makes considered decisions and establishes clear goals and priorities to achieve desired outcomes. • Approaches problems analytically, from a variety of perspectives, identifying immediate and long-term consequences.
Building relationships	<ul style="list-style-type: none"> • Ability to establish trust and confidence of stakeholders. • Honest, respectful and open in delivery of communication.
Communication with influence	<ul style="list-style-type: none"> • Earns respect through competence in role and acting with honesty and integrity. • Conveys and supports agreed messages with relevant examples, demonstrations and stories. • Solution focused. • Be available for the Playcentre community to find a common ground and viable solutions that meet their needs as well as the needs for the centres.
Consultation & collaboration	<ul style="list-style-type: none"> • Provide expert and valued advice to support stakeholders (internal and external) and build trust • Draw on own knowledge and expertise to provide relevant advice to stakeholders
Delivering results	<ul style="list-style-type: none"> • Is action oriented, having the energy, motivation, positivity and commitment to excellence to ensure achievement of results. • Consistently achieves priority goals, seizes challenges, deals with any knock backs, and keeps themselves and others focused on achieving the required outcomes.

Person Specification

Skills and Attributes

- Prior experience in a similar position.
- Committed to Playcentre philosophy and values.
- Demonstrates the principles and values of Te Whare Tikanga Māori – Rangatiratanga, Mana, Whanaungatanga, Wairuatanga, Kaitiakitanga, Aroha, Manaakitanga, Te Reo, Maramatanga, Tika and Pono.
- Early Childhood Education / Playcentre experience or knowledge is essential.
- Proven successful experience in working with Māori.
- Te Reo and Tikanga Māori capability that will support building and maintaining credibility with stakeholders, Playcentre employees and whānau.
- Excellent relationship management skills – proven ability to interact effectively and confidently with a range of stakeholders.
- Well-developed influencing skills to achieve effective outcomes.
- Ability to think and plan strategically.
- Organised with ability to multi-task.
- Highly motivated and results orientated.
- Positive attitude and team player.
- Proficient in working collaboratively.
- Flexibility to travel and work remotely as required from time to time.
- Commitment to ongoing professional development and growth.