

<b>Health New Zealand</b> Te Whatu Ora	<b>POSITION TITLE</b>	<b>Tūruki Māori Workforce Advisor</b>		
	<b>DIRECTORATE</b>	Hospital and Specialist Services	<b>DEPARTMENT</b>	Te Wāhanga Hauora Māori (Māori Health Service)
	<b>REPORTING TO (operationally)</b>	Team Leader Operations	<b>REPORTING TO (professionally)</b>	Team Leader Operations
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	<ul style="list-style-type: none"> <li>This role works within the Te Wāhanga Hauora Māori (Māori Health Service) within Health New Zealand   Te Whatu Ora, Te Matau a Māui, Hawkes Bay.</li> <li>Staff reporting – to be considered.</li> </ul>			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>To lead and assist with the creation of a new Māori Workforce Action Plan for Health NZ Hawkes Bay.</li> <li>Manage the Tūruki website and scholarship applications.</li> <li>Manage the application for and use of scholarship budget.</li> <li>Sustain and manage a relationship with contractors.</li> <li>To support, integrate and champion the visibility and application of tikanga Māori within delivery of Health in Health NZ Hawkes Bay.</li> <li>To work in partnership with internal and external stakeholders to develop and grow Māori leadership at all levels within Health NZ Hawkes Bay.</li> <li>To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Māori Health Service.</li> <li>To promote Māori workforce priorities within Health NZ Hawkes Bay the and wider health environment.</li> </ul>			
<b>KEY DELIVERABLES</b>	<ul style="list-style-type: none"> <li>Redeveloping and prioritizing Māori workforce need.</li> <li>Creating new innovations that support changes in Māori workforce growth and sustainability.</li> <li>Creating and establishing joint ownership of Māori workforce growth within Health NZ Hawkes Bay.</li> <li>Work in partnership with other local and national agencies and education sector to promote hauora careers.</li> <li>Increase Māori workforce and leadership visibility at all levels within the Tūruki Māori Workforce Development Strategy workforce.</li> </ul>			
<b>HEALTH &amp; SAFETY RESPONSIBILITIES</b>	<p>Health NZ Hawkes Bay is committed to maintaining and promoting the health &amp; safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>Not to do anything that puts your own H&amp;S at risk</li> <li>Not to do anything that puts others H&amp;S at risk</li> <li>To follow all health and safety policies and procedures</li> <li>To follow all reasonable health and safety instructions</li> </ul> <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>			
<b>KEY WORKING RELATIONSHIPS</b>	<b>INTERNAL</b> <ul style="list-style-type: none"> <li>GM (Hospital &amp; Specialist Services)</li> <li>Team Leader (Māori Health Service)</li> <li>Team Coordinators (Māori Health Service)</li> <li>Operations Team (Māori Health Service)</li> <li>Other Business Units and Departments.</li> <li>Clinical Directors</li> <li>Nursing Directors</li> <li>Allied Health Services Director</li> <li>Workforce Consultants, Health NZ Hawkes Bay</li> <li>Recruitment Incubator Coordinator</li> </ul>		<b>EXTERNAL</b> <ul style="list-style-type: none"> <li>Māori NGO's</li> <li>Te Pūkenga EIT</li> <li>Hawkes Bay Health</li> <li>Whānau, Hapū, Iwi</li> <li>Social organisations</li> <li>Mainstream services</li> <li>Government agencies</li> <li>Kura Kaupapa / Kōhanga Reo / Māori Boarding Schools and Schools with high Māori representation</li> </ul>	

<b>DELEGATION AND DECISION</b>	<ul style="list-style-type: none"> <li>Funding allocations and prioritisation of spend.</li> </ul>
<b>HOURS OF WORK</b>	<ul style="list-style-type: none"> <li>8.00 am to 4.30 pm, Monday to Friday.</li> </ul>
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	<ul style="list-style-type: none"> <li>In accordance with the PSA – Allied, Public Health &amp; Technical Multi Employment Collective Agreement – Hauora Māori Workers salary scale according to qualifications and experience.</li> </ul>
<b>DATE</b>	<ul style="list-style-type: none"> <li>March 2024.</li> </ul>
<b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b>	<ul style="list-style-type: none"> <li>Nil.</li> </ul>
<b>SCOPE &amp; COMPLEXITY</b>	<ul style="list-style-type: none"> <li>This role will provide both leadership and strategic advice and support to improve sector performance against Māori health indicators.</li> <li>It will lead and support the service design and improvements that are based upon Māori models of health and wellbeing, and best practice.</li> <li>The role will also lead engagement with consumers, whānau and other sectors and internal and external stakeholders.</li> </ul>

## ESSENTIAL CRITERIA

### Qualifications

- Qualification in a Health-related area or higher level.
- Understanding of and has worked in a hauora environment.
- Background in health education.
- Māori cultural qualification eg. Te Reo Māori me ona Tikanga Māori.

### Experience

- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international health communities.
- Successfully work with a high level of autonomy, with the level of initiative to enable a self-starter attitude.
- Project management and event organisation.

### Business / Technical Skills

- Microsoft Word and Excel literate.
- Social Media and promotion abilities.
- Excellent presentation skills and the ability to engage with a diverse range of groups.

### Key Attributes

- Create and sustain relationships with students and external stakeholders.
- Inspire and influence taurira to pursue their passions.
- Solve problems through to solutions.
- Prioritise and work under pressure to ensure deadlines are met.
- Adapt to changing environments and competing demands.

### Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori.
- Is visible, welcoming and accessible to Māori consumers and their whānau.
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community.
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience.
- Actively facilitates the participation of whānau in the care and support of their whānau member.

### Physical requirements for role:

- Able to physically and mentally manage the role.

### Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccinations

## DESIRABLE CRITERIA

### Experience

- Te Reo Māori and Tikanga Māori knowledge.
- Passion for improving Māori health workforce.
- Knowledge of current Māori health workforce.
- Ability to relate to and engage with rangatahi.
- Knowledge of Tūruki Māori Workforce Development Strategy kaupapa.

### Business / Technical Skills

- Advanced IT skills.



## Our Vision and Values

*Te hauora o te Matau-ā-Māui: Healthy Hawke's Bay*

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



### HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

### ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

### RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

### TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.