6	POSITION TITLE	Māori Health Improvement Advisor		nt Advisor
HAWKE'S BAY	DIRECTORATE	Te Puni Tūmatawhānui   Health Improvement & Equity	DEPARTMENT	Te Wahanga Hauora Māori, Te Puni Tūmatawhānui
District Health Board Whakawāteatia	REPORTING TO (operationally)	Programme Manager Māori Health	REPORTING TO (professionally)	N/A
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role will contribute toward the acceleration of equitable health outcomes for Māori. Working in the Māori Health Equity team, in the Health Improvement and Equity Directorate this role involves providing equity expertise to achieve health system improvement and performance that will lead to health gain for Māori.  Staff reporting: Nil			
PURPOSE OF THE POSITION	<ul> <li>This role will:         <ul> <li>Utilise Māori health intelligence, epidemiology insights, and evidence to apply and inform problem analysis, critical thinking, and equitable health improvement solutions</li> <li>Use Kaupapa Māori principles and practices</li> <li>Effectively engage and gather feedback from Māori communities</li> <li>Provide project management and expertise on the design, development, commissioning, and implementation of initiatives that will improve equitable health outcomes for Māori</li> <li>Support the Programme Manager Māori Health, HIE Directorate, and other internal and external stakeholders to improve health system performance against national and local Māori health indicators</li> </ul> </li> </ul>			
	<ul> <li>Take both improve H</li> <li>Lead and sapproach;</li> <li>Works alo project made outcomes</li> <li>Supporting Team Made outcomes</li> <li>Provide supportional and support displayed</li> </ul>	and Advisory Capacity a leadership and supporting role or BDHB performance against Māori h support the application of the Healt development, design and commiss ngside Māori communities, health s anagers to influence, lead and invest for whānau Māori  anagement and Administration pport and advice to the Programme s, and HIE Leadership on initiatives t and local Māori health indicators; arectorate hui and kaupapa rate records and documentation	nealth indicators;  h Equity Framework  ioning of services to  services manageme  t in kaupapa that w  e Manager Māori H	k to ensure robust planning o achieve equity for Māori; nt, and clinical leadership and rill lead to improved health ealth
KEY DELIVERABLES	<ul> <li>Carry out is data using recommer</li> <li>Kaupapa Nand impro</li> <li>Consider recommer</li> <li>Encourage outside of Provide ar</li> <li>Relationship Manag</li> </ul>	isks and benefits to Māori, provide ent and implementation of projects	a Māori frameworks B equity performand ther whānau voice t robust advice and r determining the til ng across the Māori	s; develop advice, ce to inform health system design ecommendations, lead the meframe, funding and i Health Sector and with others
HEALTH & SAFETY RESPONSIBILITIES	relationsh An inclusive HBDHB is committee volunteers and pation Not to do Not to do To follow and T		nunities and key sta e health & safety of t risk sk ocedures tructions	skeholders informed and valued.  all its staff, contractors,

	INTERNAL	EXTERNAL			
KEY WORKING RELATIONSHIPS	■ General Manager Māori Health	<ul> <li>Māori Communities and Māori Health Providers</li> </ul>			
	<ul> <li>Programme Manager Māori Health</li> </ul>	<ul> <li>Non-Government Organisations</li> </ul>			
	<ul> <li>Māori Health Equity team members</li> </ul>	<ul><li>Health Hawke's Bay</li></ul>			
	<ul> <li>Health Improvement &amp; Equity Directorate team</li> </ul>	<ul> <li>Central and local government agencies</li> </ul>			
	members	<ul><li>Ministry of Health</li></ul>			
	<ul> <li>Planning &amp; Funding Commissioning Managers</li> </ul>	<ul> <li>Other District Health Boards</li> </ul>			
	<ul><li>Māori Health Service team members</li><li>Other HBDHB business units</li></ul>	<ul> <li>Research institutions, universities and wānanga</li> </ul>			
DELEGATION AND	Works autonomously with a high degree of independence within the team to deliver on the work				
DECISION	programme and problem solve complex issues as they arise.  Maintains relationships with strategic and operational stakeholders.				
HOURS OF WORK	80 per fortnight				
EMPLOYMENT AGREEMENT & SALARY	As per the Individual Employment Agreement (IEA) negotiated with the appointee				
DATE	July 2020				
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A				
SCOPE & COMPLEXITY	- Application of the Health Equity Framework				
	- Examines health systems, structures, and services to identify areas causing health inequity				
	- Understands the importance of generating whānau informed information, qualitative and quantitative research, and translating data and information to drive change				
	- Works in a way that leads and influences others to work toward achieving organisational goals				
	- Strong experience in the design, development, and delivery of kaupapa that are whānau-centric				
	- Strong communicator - a persuasive writer and has positive interactions that effect change and decision-making				

#### **ESSENTIAL CRITERIA**

#### Qualifications

Tertiary qualification in public health, Māori health or health related field at degree level

#### Experience

- Experience in health policy and/or health service design and development (at least 5 years)
- Experience gathering and interpreting qualitative and quantitative data
- Experience working with Māori stakeholders and communities

#### **Business / Technical Skills**

- Project management skills
- Proven track record of delivering projects which are DIFOT (Delivered In-Full, On-Time);
- Strong knowledge of research and evaluation methodologies, tools and techniques
- Understanding of commissioning and financial principles and accountabilities

#### **Leadership Competencies**

- Strategic leadership
- Strategic relationships
- Financial credibility and integrity (embraces professionalism and ethical practice)
- Commitment to application of organisation core values

#### **Key Attributes**

- Effective communication skills (written, listening, verbal)
- Positive attitude with problem solving focus

### 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:

Drivers licence

#### Vaccination status for role:

HBDHB encourages all staff to be vaccinated.

#### **DESIRABLE CRITERIA**

#### Experience

- Degree in Māori public health
- Understanding of health systems and legislative responsibilities



### **Our Vision and Values**

Te hauora o te Matau-a-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.

# AKINA 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 whanau 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.