



KEY WORKING RELATIONSHIPS	INTERNAL <ul style="list-style-type: none"> ▪ General Manager Māori Health ▪ Programme Manager Māori Health ▪ Māori Health Equity team members ▪ Health Improvement & Equity Directorate team members ▪ Planning & Funding Commissioning Managers ▪ Māori Health Service team members ▪ Other HBDHB business units 	EXTERNAL <ul style="list-style-type: none"> ▪ Māori Communities and Māori Health Providers ▪ Non-Government Organisations ▪ Health Hawke's Bay ▪ Central and local government agencies ▪ Ministry of Health ▪ Other District Health Boards ▪ Research institutions, universities and wānanga
DELEGATION AND DECISION	Works autonomously with a high degree of independence within the team to deliver on the work 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	<ul style="list-style-type: none"> - 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.

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.