6	POSITION TITLE	MĀORI HEALTH IMPROVE	MENT ADVISOR	HE ORANGA MOTUHAKE	
HAWKE'S BAY	DIRECTORATE	Te Puni Tumatawhanui Health Improvement & Equity	DEPARTMENT	Te Wahanga Hauora Māori, Te Puni Tumatawhānui	
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 team, in the Health Improvement and Equity Directorate this role involves providing Māori health expertise to achieve health system improvement and performance that will lead to health outcomes and equity for Māori.				
PURPOSE OF THE POSITION	 This role will lead He Oranga Motuhake, a kaupapa which involves working with mana whenua to plan and implement locality-based solutions. The role will: Effectively work alongside mana whenua and hāpori Māori to help develop their health intelligence and commissioning capacity and capability Utilise Māori health intelligence, epidemiology insights, and evidence to apply and inform problem analysis, critical thinking, and equitable health improvement solutions Apply Kaupapa Māori principles and practices Provide project support and expertise on the design, development, commissioning, and implementation of initiatives that will improve equitable health outcomes for whānau and hapū 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 				
	 Project Leadership and Advisory Capacity Works alongside mana whenua to support Māori health aspirations and improved health outcomes for whānau, hapū, and hāpori Māori Take both a leadership and supporting role on projects that aim to achieve equity for Māori, and improve HBDHB performance against Māori health indicators; Lead and support the application of the Health Equity Framework to ensure robust planning approach; development, design and commissioning of services to achieve equity for Māori; Work alongside health services management, and clinical leadership and project managers to influence, lead and invest in kaupapa that will lead to improved health outcomes for whānau Māori. Supporting Team Management and Administration Provide support and advice to the Programme Manager Māori Health, team members and colleagues, and HIE Leadership on initiatives that lead to equity gains in Māori Health; Support directorate hui and kaupapa Keep accurate records and documentation 				
KEY DELIVERABLES	 Information Gathering and Research (Ākina) Carry out information gathering using qualitative and quantitative approaches; critically analyse data using an equity lens, and within Kaupapa Māori frameworks; develop advice, recommendations and solutions to lift HBDHB equity performance Kaupapa Māori principles and practices to gather whānau voice to inform health system design and improvement Consider risks and benefits to Māori, provide robust advice and recommendations, lead the development and implementation of projects determining the timeframe, funding and procedures; Encourages information and knowledge sharing across mana whenua, the Māori Health Sector and with others outside of the HBDHB; and Provide analytical support. Relationship Management (Raranga te Tira)				
	 Uphold and effectively apply the organisational core values to establish and maintain effective relationships An inclusive approach that keeps mana whenua, hāpori Māorities and key stakeholders informed and valued. 				
HEALTH & SAFETY RESPONSIBILITIES	HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are: Not to do anything that puts your own H&S at risk Not to do anything that puts others H&S at risk To follow all health and safety policies and procedures To follow all reasonable health and safety instructions (You have the right to cease work if you believe that you, or others, are at risk of serious harm).				

	INTERNAL	EXTERNAL			
KEY WORKING RELATIONSHIPS	Executive Director, Māori Health	Post Settlement Group Entities			
	Programme Manager Māori Health	 Māori communities and Māori health providers 			
	Māori Health team members	Non-government organisations			
	Health Improvement & Equity Directorate team	 Health Hawke's Bay 			
	members	 Central and local government agencies 			
	 Planning & Funding Commissioning Managers 	Ministry of Health			
	 Māori Health Service team members 	 Other district health boards 			
	 Other HBDHB business units 	 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 (Fixed Term to 30 June 2023)				
EMPLOYMENT AGREEMENT & SALARY	As per the Individual Employment Agreement (IEA) negotiated with the appointee				
DATE	October 2021				
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 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 working with mana whenua and Māori communities
- Experience in gathering and interpreting qualitative and quantitative data and analysis
- Experience in commissioning for services and programmes

Business / Technical Skills

- Project management skills
- Proven track record of delivering projects which are 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 mana whenua, whānau and hāpori 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:

All staff must be vaccinated for Influenza and COVID-19

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.