



KEY WORKING RELATIONSHIPS	<p><b>INTERNAL</b></p> <ul style="list-style-type: none"> <li>▪ Executive Director, Māori Health</li> <li>▪ Programme Manager Māori Health</li> <li>▪ Māori Health team members</li> <li>▪ Health Improvement &amp; Equity Directorate team members</li> <li>▪ Planning &amp; Funding Commissioning Managers</li> <li>▪ Māori Health Service team members</li> <li>▪ Other HBDHB business units</li> </ul>	<p><b>EXTERNAL</b></p> <ul style="list-style-type: none"> <li>▪ Post Settlement Group Entities</li> <li>▪ Māori communities and Māori health providers</li> <li>▪ Non-government organisations</li> <li>▪ Health Hawke’s Bay</li> <li>▪ Central and local government agencies</li> <li>▪ Ministry of Health</li> <li>▪ Other district health boards</li> <li>▪ Research institutions, universities and wānanga</li> </ul>
DELEGATION AND DECISION	<p>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.</p>	
HOURS OF WORK	<p>80 per fortnight (Fixed Term to 30 June 2023)</p>	
EMPLOYMENT AGREEMENT & SALARY	<p>As per the Individual Employment Agreement (IEA) negotiated with the appointee</p>	
DATE	<p>October 2021</p>	
EXPENDITURE & BUDGET ACCOUNTABILITY	<p>N/A</p>	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> <li>- Application of the Health Equity Framework</li> <li>- Examines health systems, structures, and services to identify areas causing health inequity</li> <li>- Understands the importance of generating whānau informed information, qualitative and quantitative research, and translating data and information to drive change</li> <li>- Works in a way that leads and influences others to work toward achieving organisational goals</li> <li>- Strong experience in the design, development, and delivery of kaupapa that are whānau-centric</li> <li>- Strong communicator - a persuasive writer and has positive interactions that effect change and decision making</li> </ul>	

## 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.

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

**RARANGATEIRA 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.