

Position Description

Lead Fellow, Māori Health/ Pou Ārahi

Office of the President and CEO | Award: N/A

ABOUT THE RACP	The Royal Australasian College of Physicians ('RACP') connects, represents, and trains specialists from a number of specialities across Australia and Aotearoa New Zealand. The RACP provides services to support the delivery of training, continuing professional development, and health policy and advocacy to medical health professionals.
POSITION PURPOSE	The Pou Ārahi is a senior Māori Fellow role that provides strategic, clinical, and relational guidance to Māori members of the College. This role supports the College's constitutional commitment to Māori health equity and the Indigenous Object, contributing to Māori workforce development, Hauora Māori, and Indigenous leadership across the health system. As Pou Ārahi, the Fellow acts as a pou (pillar) of support, advocacy, and influence, anchoring Māori health priorities, supporting Māori Fellows and trainees, and contributing to College strategy in ways that reflect Māori aspirations and values. Grounded in Te Tiriti o Waitangi and guided by tikanga Māori, the role ensures Māori voices are heard, respected, and embedded across College systems. The Pou Ārahi works in close partnership with the Tumuaki/Head of Māori and Equity and the Māori Health Committee to amplify the Fellow voice in strategic collaborations, with a shared goal of achieving equitable health outcomes for Māori. This role provides leadership and guidance to Māori members, with a focus on integrating the Indigenous Object and RACP policies that are critical to Māori health advancement.
KEY ACCOUNTABILITIES	Mana Whakahaere – Strategic Leadership Champion the Indigenous Object and Māori health priorities across College governance, strategy, and operations. Provide high-level advice to the Māori Health Committee and College executive teams. Advocate for Māori physician perspectives in College wide initiatives, policy development, and strategic planning. Whanaungatanga – Member Support Provide pastoral and professional support to Māori Fellows and trainees, ensuring their experiences are valued and their pathways are strengthened. = Create opportunities for Māori voices to be heard and represented in College decision making. Tūhono – Partnership & Engagement

	Work in close collaboration with the Tumuaki/Head of Māori and Equity to align strategic priorities and operational delivery. Build strategic partnerships with key health sector stakeholders including Manatū Hauora, Te Whatu Ora, Te Ora, and Te Oranga Champion initiatives that grow and sustain the Māori medical workforce, including pathways for Māori trainees and Fellows. Oversee the coordination and delivery of the biennial Māori Health Hui and the Annual Māori Trainee Wānanga, ensuring these events reflect tikanga and strengthen Māori member engagement. Support embedding Hauora Māori within College education and training programs, ensuring alignment with Māori health priorities and strategic direction. Kōrero Rangatira - Representation & Advocacy Represent Māori health interests in College forums, workshops, and committees, including chairing meetings where appropriate. Prepare submissions, reports, and briefing papers to inform College decision-making and Board-level strategy.
COMPLEXITIES	Working in a complex organisational structure, with strong internal and external stakeholders, requiring high-level stakeholder management and influencing capability. Managing conflicting expectations and opinions. Creating clarity from ambiguity. Managing the expectations of internal and external stakeholders.
ROLE DIMENSIONS	Reporting Line: Tumuaki/Head of Māori and Equity Direct Reports: 1
EXPERIENCE	Essential Fellowship of the Royal Australasian College of Physicians. A College fellow who identifies as Māori Deep understanding of Māori health and Te Ao Māori. Experience delivering projects in Māori health contexts. Strong strategic, analytical, and political judgement. Proven ability to build constructive relationships across internal and external stakeholders. High-level written and verbal communication skills. Understanding of College training programs and systems. Flexible approach to work and availability for scheduled meetings. Proficiency in Microsoft Office Suite, SharePoint, and video conferencing platforms. Desired Knowledge and/or understanding of Te Reo Māori and Mātauranga Māori. Committee management experience (i.e., Chair, or senior member of a professional committee). Demonstrated experience in leadership in medical education at the postgraduate level.

We are
Accountable

We act with integrity,
taking responsibility for
actions and outcomes.

We
Collaborate

We share information,
foster participation, and
build relationships for
common goals.

We
**Indigenise and
Decolonise**

We partner, resource and
embed Indigenous
knowledge and ways to
accelerate culturally safe
change, to achieve
equitable Indigenous
futures.

We
Lead the way

We reflect, adapt and
learn in delivering best
practice.

We are
Respectful

We recognise our rich
diversity and value each
other's needs and
contributions.