



Position Title	Kaitohutohu Ahurea (Cultural Advisor)
Employment Type	Fixed Term Part-Time
Unit	Member Services Aotearoa NZ
Location	Wellington
Award	N/A
Award Level	N/A
Date	March 2019
Reviewed by	NZ Manager, SPAO NZ, HR Business Partner and DMS

Position Context

The Kaitohutohu Ahurea will assist the RACP to meet its obligations to tangata whenua (people of the land) under Te Tiriti o Waitangi, deliver on its responsibilities under the RACP Indigenous Strategic Framework (ISF), and achieve the agreed cultural outputs in the 2019 -20 Aotearoa New Zealand Committee work plan and Māori Health Committee work plan.

Position Purpose

The Kaitohutohu Ahurea will assist the RACP to meet its obligations to tangata whenua (people of the land) under Te Tiriti o Waitangi, deliver on its responsibilities under the RACP's ISF, and achieve the agreed cultural outputs in the 2019 -20 New Zealand Committee work plan.

Specifically, this role will ensure that mātauranga Māori (Māori world view) and tikanga (protocols) are incorporated in a proficient, connected and respectful manner across the diverse work streams and activities of the College. The Kaitohutohu Ahurea will do this by providing direction and support to staff in Aotearoa New Zealand and Australia, and will work closely with the Māori Health Committee, the Aotearoa New Zealand Committee and office bearers. The position responsibilities will include oversight of significant events such as the Māori Health Hui 2019 to ensure such events are a success.

Position responsibilities

- Work with staff and Committee members to support the development and delivery of Aotearoa New Zealand Committee and Māori Health Committee workplan and strategy initiatives, including key deliverables regarding the Aotearoa New Zealand identity within a trans-Tasman College and the Māori Health Hui.
- Work with staff and relevant members to implement Indigenous Strategic Framework initiatives and strategy in Aotearoa New Zealand and ensure the inclusion of te ao Māori is embedded in the development of projects undertaken in Australia which impacts Aotearoa New Zealand members.
- Provide te ao Māori cultural engagement, support and advice to RACP committees, particularly Aotearoa New Zealand based Committees
- Provide onsite guidance to Aotearoa New Zealand staff to ensure that culturally appropriate support is provided to Māori members and that mātauranga Māori (Māori world view) and tikanga Māori (protocols) are considered in all work and become standard practice for all work undertaken in and in relation to RACP Aotearoa New Zealand.
- Provide advice, guidance and tautoko (support) to Members and staff to ensure that major College events incorporate tikanga Māori appropriately.



- Work with relevant College staff in both Aotearoa New Zealand and Australia to build and/or strengthen relationships with Te Ohu Rata o Aotearoa (Te ORA), the Māori Health Directorate at the Ministry of Health, Māori engagement advisors at other Colleges, the Health Quality and Safety Commission's Equity Hub initiative, the Council of Medical Colleges and Te ORA Advisory Group.
- Provide a professional face for the organisation when working with other organisations and stakeholders

Competencies required for success

Title:	Skilled Definition:
Manages Ambiguity	Operating effectively, even when things are not certain or the way forward is not clear
Action Oriented	Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm
Business Insight	Applying knowledge of business and the marketplace to advance the organisations goals
Collaborates	Building partnerships and working collaboratively with others to meet shared objectives
Communicates Effectively	Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
Customer Focus	Building strong customer relationships and delivering customer-centric solutions
Interpersonal Savvy	Relating openly and comfortably with diverse groups of people
Plans and Aligns	Planning and prioritising work to meet commitments aligned with organisational goals
Balances Stakeholders	Anticipating and balancing the needs to multiple stakeholders
Strategic Mindset	Seeing ahead to future possibilities and translating them into breakthrough strategies
Instils Trust	Gaining the confidence and trust of others through honest, integrity, and authenticity

Reporting Relationships

Reports to: NZ Manager

No of direct reports:

No of reports:

Key Stakeholders

- Manager NZ and Director Member Services
- Senior Leadership Group Directors and CEO
- Chairs and members of Aotearoa NZ Committee and Māori Health Committee
- Māori Trainees and Fellows
- External stakeholders including Te Ohu Rata o Aotearoa (Te ORA), Iwi and other key Māori groups
- College Staff

Extent of Authority

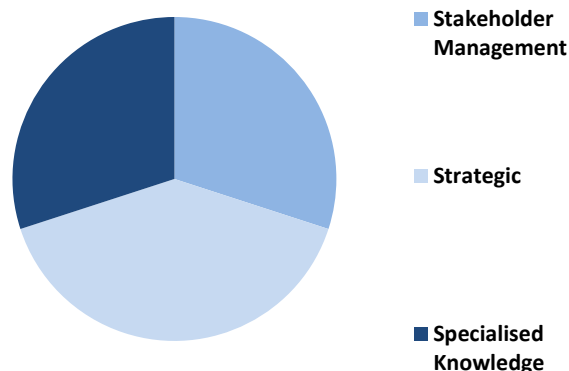
Does not have the authority to authorise expenditure.



What Makes the Role Complex

- Influencing stakeholders
- Working in both te ao Māori and te ao Pākehā
- Creating clarity from ambiguity
- Managing conflicting expectations and opinions
- Working across Australasia

Distribution of Work



Essential Attributes

- Knowledge and understanding of Te Tiriti o Waitangi
- Knowledge and understanding of te reo Māori
- Knowledge and understanding of Māori health issues, health inequities and colonial trauma
- Ability to navigate confidently in both te ao Māori and te ao Pākehā
- Experience in designing, delivering and completing projects in a health or social services related environment, particularly Māori health or social services
- Demonstrated ability to work in a complex, multi-stakeholder environment
- Ability to build positive and constructive relationships with internal and external stakeholders
- Experience in provision of advice and specialised information to committees and management
- Excellent organisation and time management skills, and attention to detail
- Excellent verbal and written communication skills
- Ability to work both independently and as part of a team
- Intermediate to advanced skills in MS Office
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Desirable Attributes

- Tertiary qualification in a relevant discipline (eg. health services management, public policy) or an equivalent combination of education, training and experience
- Experience in and demonstrated understanding of the Aotearoa NZ health and/or social system
- Experience in professional body organisations and working with senior level professionals
- Influencing skills

Would suit somebody who.....

- Is comfortable in both te ao Māori and te ao Pākehā
- Enjoys working with internal and external stakeholders and is able to build positive relationships
- Is passionate about providing advice, guidance and tautoko (support) in mātauranga Māori (Māori world view) and tikanga Māori (protocols) to an organisation's staff and stakeholders