# Pou Ārahi, New Zealand Library Partnerships Programme

## National Library, Information and Knowledge Services

The New Zealand Library Partnership Programme (NZLPP) is working to strengthen the vital role of New Zealand Libraries as community hubs that support life-long learning, reading, digital literacy and easy access to information and knowledge.

Pou Ārahi will provide direct advice and guidance to projects within in the programme to incorporate Māori perspectives and support the capability uplift of programme funded positions focussed on te reo and Mātauranga Māori within the libraries sector.

The Pou Ārahi will call upon their extensive iwi/Māori and Library sector networks and will lead the mahi to create and implement our Māori engagement strategy working with others within the National Library and DIA Māori networks and contribute to the needs of the National Library/Library Partnerships Programme and our key stakeholders.

* Reporting to: Programme Manager – New Zealand Library Partnerships Programme
* Type: Fixed term

Location: Wellington

* Salary range: Delivery I

What we do matters – our purpose

Our purpose is to serve and connect people, communities and government to build a safe, prosperous and respected nation.

In other words, it’s all about helping to make New Zealand better for New Zealanders.

How we do things around here – our principles

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| This is an icon for our three principles, 'We make it easy, we make it work,' 'We're stronger together,' and 'We take pride in what we do.' | We make it easy, we make it work * Customer centred
* Make things even better
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| We’re stronger together * Work as a team
* Value each other
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| We take pride in what we do * Make a positive difference
* Strive for excellence
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Working effectively with Māori

Te Aka Taiwhenua – our Māori Strategic Framework – enables us to work effectively with Māori. Te Aka Taiwhenua is underpinned by our mātāpono – Kotahitanga, Manaakitanga, Whānaungatanga, He Tāngata.

As DIA is an agent of the Crown, Te Tiriti o Waitangi/The Treaty of Waitangi is important to everything we say or do. We recognise it as an enduring document central to New Zealand’s past, present and future. Building and maintaining meaningful relationships is important to work effectively with Māori, stakeholders and other agencies. We accept our privileged role and responsibility of holding and protecting the Treaty of Waitangi / Te Tiriti o Waitangi.

Spirit of service

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āianei, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi.  We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

| What you will do to contribute | As a result we will see |
| --- | --- |
| **Strategy development and implementation*** Develop and lead the implementation of a strategy surrounding Māori engagement in NZLPP and future opportunities for the libraries sector, based on effective consultation with key stakeholders
* Work in partnership with relevant organisations and supported by the programme team to agree a plan which identifies tasks, deliverables, resources, time frames and measures for the successful implementation of the strategy
* Support the Libraries Sector project to ensure that an integrated and future focused approach is developed that includes Māori perspectives and is sustainable
* Facilitate regular reviews of the strategy and approach with the programme team and Assurance Group
* Lead the development of a sustainability plan for the Strategy
 | * Development of a clear, cohesive and compelling Strategy
* An integrated and cohesive approach to strategy, framework and policy development in which all policies and initiatives include a Māori perspective and support Programme goals
* A long-term plan for the sustainability of the Strategy is agreed
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| **Programme Cultural Leadership and Advice*** Apply a te ao Māori lens to the entire Programme to create value and deliver outcomes for key stakeholders
* Demonstrate cultural leadership that inspires confidence and builds knowledge across the team in te reo Māori and tikanga Māori to achieve the Programme’s goals
* Working with partners and colleagues to ensure that the Strategy is embedded in the programme’s systems and processes, normalising its use and value by the team, management and other staff
* Provide advice and support to increase the capability of programme funded positions focussed on te reo and Mātauranga Māori within the libraries sector
* Facilitate the programme team and programme leadership to build strong relationships with our iwi/Māori partners and Māori Librarians which lead to partnerships to achieve the goals of the Programme
 | * Clear and mutually agreed definition of success established for the programme and sector outcomes
* Partners and key stakeholders are satisfied with programme approach and feel involved in its development and implementation.
* An opportunity to uplift in knowledge within the team around te ao Māori and the integration of kaupapa Māori frameworks and methodologies into the programme mahi
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| **Stakeholder Engagement** * Lead engagement forums with iwi/Māori partners and stakeholders.
* Motivate, enable and engage with the programme team to achieve results
* Work closely with other partners and National Library staff in relevant areas
* Support a team culture that is focused on ‘getting things done’ together, proactive and consistent with the values of the Library Partnership Programme, inspiring the team to deliver high level performance
 | * A high performing team that delivers on/exceeds expectations
* High levels of engagement within our partners, the programme team and other National Library staff
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| **Health and safety (for self)*** Work safely and take responsibility for keeping self and colleagues free from harm
* Report all incidents and hazards promptly
* Know what to do in the event of an emergency
* Cooperate in implementing return to work plans
 | * A safe and healthy workplace for all people using our sites as a place of work.
* Health and safety guidelines are followed
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|  | Advise | Collaborate with | Influence | Inform | Manage/lead | Deliver to |
| --- | --- | --- | --- | --- | --- | --- |
| Who you will work with to get the job done |
| Internal | NZLPP Programme Team | ✓ | ✓ | ✓ | ✓ |  | ✓ |
| Māori Strategy & Relationships Group |  | ✓ |  | ✓ |  |  |
| National Library staff, including those within the DIA Māori network  | ✓ | ✓ | ✓ | ✓ |  |  |
| Programme Assurance Group | ✓ |  | ✓ | ✓ |  | ✓ |
| External | Te Rōpū Whakahau |  | ✓ | ✓ | ✓ |  |  |
| NZLPP Steering Group | ✓ | ✓ | ✓ | ✓ |  | ✓ |
| Local Iwi/Māori stakeholders  |  | ✓ | ✓ | ✓ |  |  |
| Kahui Kaitiaki |  | ✓ | ✓ | ✓ |  |  |

| Your delegations  |
| --- |
| Human Resources and financial delegations | Z |
| Direct reports | 0  |

| Your success profile for this role | What you will bring specifically |
| --- | --- |
| At DIA, we have a Capability Framework to help guide our people towards the behaviours and skills needed to be successful. The core success profile for this role is [Specialist](http://www.dia.govt.nz/diawebsite.nsf/Files/DIA_Profile_Specialist_v7/%24file/DIA_Profile_Specialist_v7.pdf).**Keys to Success:*** Problem solving
* Critical thinking
* Interpersonal savvy
* Navigating complexity
* Communicating with influence
* Technical and specialist learning
 | **Experience:** * Confident Māori leader and communicator working in a Crown-Māori cultural context
* Ability to build trust and confidence with colleagues
* Demonstrated ability develop mana-enhancing and strong relationships with internal and external stakeholders
* Integrity, mana, emotional intelligence and resilience

**Knowledge:*** High proficiency in te reo Māori, both written and spoken
* Community development principles

**Skills:*** Leadership skills in various settings which are results oriented
* Coaching and influencing skills to drive change through others
* Demonstrates conflict resolutions skills which are solutions focused
* Excellent facilitation and influencing skills

**Other requirements:*** Strong networks with decision makers, ideally in the Māori culture and heritage sector
* A relevant tertiary and/or post graduate qualification
* Some travel required
* Written or verbal endorsement from one’s Iwi/Hapū
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