

## Position Description

<b>Position:</b>	Senior Strategic Advisor - Māori
<b>Wāhanga:</b>	Communications
<b>Team</b>	Communications
<b>Location:</b>	Wellington
<b>Reporting to:</b>	Manager, Communications
<b>Salary Band</b>	Grade 7
<b>Delegations:</b>	Nil

## Te Kura Context

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Te Aho o Te Kura Pounamu (Te Kura) is New Zealand's largest state funded school with a roll of up to 24,000 ākonga (students) at any point of time. We offer a wide range of personalised learning programmes and courses, from early childhood to NCEA Level 3, including for young adults and adult learners, which are mostly delivered online. We have kaimahi (staff) located throughout New Zealand, three quarters of who are Kaiako (teachers)

Our vision is to enable our ākonga to achieve their educational and personal goals, empowering them to become engaged and contributing members of their communities. Ki te tī, ki te tā, ki te katoa – anytime, anywhere, anyone.

Our ākonga are at the centre of all we do.

## Position Purpose

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The Senior Strategic Lead – Māori provides high-level strategic leadership and coordination of Māori priorities across Te Kura. The role is focused on advancing equity and excellence for Māori ākonga by developing, implementing, and embedding a cohesive Māori strategy aligned with Te Kura's strategic direction, Te Tiriti o Waitangi obligations, and national education priorities including Ka Hikitia and NCEA.

This role strengthens Māori voice and presence within Te Kura, ensuring the organisation is responsive and accountable to Māori ākonga, whānau, hapū, and iwi. It builds cultural capability across the organisation, supports bicultural and bilingual practices, and champions kaupapa Māori approaches across all levels of the school—policy, curriculum, systems, communications, and reporting. As a connector, advisor, strategist, and enabler, the role plays a critical part in embedding a Te Ao Māori worldview within Te Kura.

## Te Kura Requirements

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The position holder will carry out the position duties in a manner that supports and reinforces the vision, strategic priorities and values of Te Kura and complies with all Te Kura policies and procedures.

Te Kura is committed to providing a safe and healthy work environment and complies with the Health and Safety at Work Act 2015. As a position holder you are required to comply with all Te Kura health and safety policies and procedures and to take responsibility for your own actions. The position holder is required to report any health and safety risks and issues to their manager.

## Key Accountabilities

<b>Strategic Leadership</b>	<ul style="list-style-type: none"> <li>• Lead the design, development, and delivery of a whole-of-organisation Māori strategy aligned with Te Kura’s Strategic Plan and Rautaki Reorua.</li> <li>• Ensure the strategy reflects the aspirations of Māori ākonga, whānau, hapū, and iwi, and aligns with national education policy and Te Tiriti o Waitangi obligations.</li> <li>• Provide strategic advice and thought leadership to the Chief Executive and Senior Leadership Team on Māori perspectives, priorities, and kaupapa Māori approaches.</li> </ul>
<b>Strategic Advice and Influence</b>	<ul style="list-style-type: none"> <li>• Provide expert Māori-focused advice to the Chief Executive and Senior Leadership Team on strategic direction, policy, curriculum, and communications.</li> <li>• Ensure Māori perspectives and Te Tiriti o Waitangi obligations are embedded in organisation-wide decision-making, planning, and evaluation.</li> </ul>
<b>Outcomes Monitoring and Reporting</b>	<ul style="list-style-type: none"> <li>• Collaborate with relevant teams to identify key indicators for Māori ākonga engagement, achievement, and wellbeing.</li> <li>• Provide regular, evidence-based reporting to the Chief Executive, Senior Leadership Team, and Board on Māori outcomes and progress against strategic goals.</li> <li>• Identify data gaps and support enhancements to ensure effective monitoring of Māori success.</li> </ul>
<b>Partnership and Engagement</b>	<ul style="list-style-type: none"> <li>• Build and maintain strong, reciprocal relationships with iwi, hapū, whānau, Māori education networks, and community organisations.</li> <li>• Facilitate authentic engagement processes that reflect kaupapa Māori values and ensure Māori voices are heard and acted upon.</li> <li>• Represent Te Kura in national and regional forums focused on Māori education and development.</li> </ul>
<b>Capability Building</b>	<ul style="list-style-type: none"> <li>• Support the development of bicultural and bilingual capability across the workforce.</li> <li>• Lead initiatives that grow kaimahi confidence and competence in te reo Māori, tikanga Māori, and te ao Māori.</li> <li>• Partner with People &amp; Capability to develop, retain, and support Māori kaimahi.</li> </ul>
<b>Internal Leadership and Collaboration</b>	<ul style="list-style-type: none"> <li>• Act as a strategic connector across business units (Curriculum, Learning Delivery, Systems and Support) to align Māori-focused initiatives and avoid duplication.</li> <li>• Promote and share success stories that highlight Māori achievement and cultural integrity.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensure Māori priorities are visible and embedded throughout the organisation.</li> </ul>
<b>Effective communication and relationships</b>	<ul style="list-style-type: none"> <li>• Share information in a considerate, respectful and honest manner to facilitate effective outcomes</li> <li>• Build and maintain effective internal and external relationships</li> </ul>
<b>Cultural Responsiveness</b>	<ul style="list-style-type: none"> <li>• Acknowledge all students' culture, language and identity, in particular priority learners such as Māori and Pacific.</li> <li>• Value identity, language and culture in the delivery of services to support Māori students to engage and experience success.</li> <li>• Support the collaboration with iwi, Māori organisations, and other organisations to lift student's performance.</li> <li>• Display a broad and significant understanding and respect for Pacific cultures, languages and networks.</li> <li>• Demonstrate awareness of the diverse and ethnic-specific identities, languages and cultures of Pacific learners.</li> <li>• Establish and maintain collaborative and respectful relationships and professional behaviours that enhance learning and wellbeing for Pacific learners.</li> </ul>
Other Duties	<ul style="list-style-type: none"> <li>• The position holder is expected to perform such other duties as can reasonably be regarded as incidental to the Position Description and such other duties reasonably within their experience and capabilities which may be assigned from time-to-time following consultation.</li> </ul>

## Working Relationships

### Direct Reports:

- Nil

### Internal:

- Chief Executive
- Senior Leadership Team
- Learning Delivery wāhanga
- Curriculum wāhanga
- Communications
- All other kaimāhi

### External:

- Ministry of Education
- Māori Education Providers
- Education Review Office
- Māori communities
- Other stakeholders

## Qualifications, Attributes and Experience

Essential	Preferred
<ul style="list-style-type: none"><li>• Strong personal and professional grounding in te ao Māori, te reo Māori, tikanga Māori, and mātauranga Māori.</li><li>• Demonstrated experience in leading strategic Māori initiatives in education, iwi, public sector, or a related context.</li><li>• Proven ability to build trust and enduring partnerships with Māori communities, and to navigate diverse Māori perspectives.</li><li>• Strong knowledge of Te Tiriti o Waitangi and its application in education.</li><li>• Proven ability to influence at senior levels, with excellent communication and relationship management skills.</li><li>• Experience designing or contributing to monitoring and evaluation frameworks for Māori outcomes.</li><li>• Deep commitment to equity, educational achievement, and wellbeing for Māori ākonga.</li></ul>	<ul style="list-style-type: none"><li>• Relevant tertiary qualification in Māori education, policy, strategy, or leadership.</li><li>• Proficiency or fluency in te reo Māori.</li><li>• Experience in reporting to governance bodies or working within the public education sector.</li></ul>