

Senior Advisor – Māori Research and Engagement



The Senior Advisor Māori Research and Engagement position will lead and manage projects which are either stand-alone projects or projects within programmes. They will provide cultural leadership, application of the Vision Mātauranga policy, scientific application advice and project management to ensure projects deliver high quality, relevant and focused outputs. Projects will be linked to our Māori Strategic Plan and implemented through our Science Strategic Themes, which have a major impact within New Zealand and/or internationally.

Reports to:	General Manager - Māori Partnerships and Government Relations
Group:	Māori Partnerships and Government Relations
Employment Type:	Permanent
Location:	Avalon
Direct reports:	Nil
Budget:	Nil
Career Path:	Corporate
Job Family:	Communications & Stakeholder Engagement
Career Step:	Band 7
Date:	February 2025

Position priorities and responsibilities

Cultural Leadership

To ensure the project delivers high quality, relevant and focused scientific information that has a major impact within New Zealand and internationally, the project leader is expected to:

- Provide Science-Communications across GNS science programmes to provide cultural expertise and project management to champion Te Punawai o Rangīātea – GNS Māori Research Strategy.
- Apply a sound knowledge of existing cultural relationships using the Māori Engagement Strategy, rights and interest matters and local capabilities to advise on innovative solutions to key scientific questions.
- Develop and maintain a common purpose in line with the Vision Mātauranga programme goals and objectives.
- Work with other Project Leaders (if relevant) to grow Vision Mātauranga activities through partnerships with Iwi-Māori for bidding and/or co-funding research interests.
- Inspire high quality science delivery from project researchers and subcontractors by setting a personal standard of research delivery, and mentoring, in particular, early career scientists.
- Interface effectively with key stakeholders, strengthening collaborations within GNS and with outside research organisations.

- Communicate frequently and effectively with Programme Leader, other Project Leaders, and Workstream Leaders on Vision Mātauranga aspects.

Māori Advisory and Technical Leadership

Act as key advisor to the General Manager - Māori Partnerships and Government Relations on shaping the GNS Māori Research Strategy and its wider role for GNS' Vision Mātauranga outcomes by:

- Working alongside the Māori Partnerships Team to develop and maintain deliberate networks with key iwi and Māori influencers, thinkers and leaders and engage with them on matters that align to the GNS strategic direction and align with the priorities of iwi and Māori.
- Leading and advising on Te Reo and tikanga as required for interaction and engagement with iwi, hapū, whānau and Māori.
- Advising on the development of our policies and procedures for best practice engagement and relationship management with iwi / Māori.
- Assisting in formalising strategic relationships between iwi / Māori and GNS.
- Monitoring existing relationships between iwi / Māori and GNS to ensure ongoing success.
- Ensuring that GNS' relationships with iwi and Māori are safe.
- Recording engagement with iwi / Māori networks for team register.
- Dealing with engagement issues as they arise and mitigating any risks associated with engagement.
- Introducing GNS' scientists and researchers to the iwi and Māori so that all of the parties to a particular project are familiar with each other; and
- Ensuring iwi, hapū, whānau and Māori are informed as to GNS' projects (actual and/or proposed) that may be of significance to them, and any other information related to GNS' activities that may be of relevance.

Science Leadership

- Inspire high quality science delivery from project researchers and subcontractors by setting a personal standard of research delivery, and mentoring, in particular, early career scientists.
- Interface effectively with key stakeholders, strengthening collaborations within GNS and with outside research organisations.
- Develop research plans in consultation with senior staff to influence research directions within the project through applying a sound knowledge of state-of-the art capabilities and innovative solutions to key scientific questions.
- Create an effective and creative project research team by developing and maintaining a common purpose, in line with the overall programme plan and other projects in the programme.
- Communicate scientific research through geological collections, presentations and/or research publications, papers or reports.

Teamwork

- Work effectively as a member of the Māori Partnerships Team to support other team members and provide coverage of functions.
- Working in a team environment with team, scientists and researchers to provide advice on establishing successful partnerships between GNS and iwi / Māori.
- Work across GNS research programmes to ensure workloads are achieved and manageable.
- Engage and co-ordinate project implementation with iwi-Māori partners.
- Support a positive culture and morale.

Responsibilities of all staff

- Comply with all GNS Science policies and procedures.
- Contribute to making GNS Science a healthy and safe place to work by complying with the responsibilities and accountabilities outlined in the Health and Safety Management System Framework.

The responsibilities of this position will change over time to respond to changing needs. The incumbent will need the flexibility to adapt and develop as the company and its environment evolves.

Key working relationships

Internal:

- Executive Leadership Team
- Māori Partnerships Team
- Land and Marine Geosciences Theme Leader
- Energy Futures Theme Leader
- Natural Hazards and Risks Theme Leader
- Environment and Climate Theme Leader
- Communications, Contracts, Legal and others

External:

- Iwi-Māori groups
- Other Crown Research Institutes
- Government Departments
- Universities
- Whare Wananga
- Māori earth and energy science students

Person specification

Skills, knowledge and attributes

- Working knowledge of Te Reo Māori me ona tikanga.
- Proven ability to work with Māori and non-Māori on natural resource matters.
- Proven ability to work with Māori and non-Māori within a science context.
- Proven and recognised Māori leadership.
- Knowledge of and understanding of the government's Vision Mātauranga policy.
- Proven ability in effective communication and liaison between organisations and Māori groups, individuals, communities and businesses.
- Must be able to demonstrate a good understanding of Iwi/Māori culture and converse in Te Reo.
- Demonstrated strategic and tactical thinking; ability to take a strategic overview of issues facing the organisation and see the importance of getting the detail right.
- Has a track record of meeting goals successfully.
- A developing awareness of environmental policy and political nous.

Experience

Essential:

- Proven ability to work with Māori and non-Māori within a science context and community.
- At least 3 years' experience working with Iwi-Māori agencies and working Iwi-Māori.

- Relevant postgraduate qualification and at least 3 years research work experience.

Desirable:

- Working knowledge of Te Reo Māori me ona tikanga.
- Experience in project implementation and field operations.
- Experience in earth and/or energy sciences.

Qualifications

Essential:

- Tertiary degree qualification in science and or other relevant disciplines (Te Reo Māori etc).
- Post-graduate qualification or equivalent work experience.

Performance dimensions

At a high level, GNS Science recognises six **performance dimensions**: three relate to technical capability, one relates to leadership (if applicable) and two relate to the way we work. Below are the general expectations that are the minimum standards expected of all staff. There are also expectations that specifically relate to the career step associated with the role; you can find these on GNS Online.

Technical capabilities

Scope, complexity and innovation

- Enduring commitment to maintaining and developing skills and knowledge in area of expertise.
- Both the ability and desire to apply appropriate rigour, principles and practices to deliver quality work in a cost-effective manner.
- Acts in a manner that conveys high personal and professional standards.
- Open to coaching and feedback – incorporates suggestions to find better ways of doing things (to improve own and GNS Science performance).

Contribution to GNS Science / profession

- Establishes and maintains effective and collaborative working relationships – with colleagues and external individuals and groups.
- Both the ability and commitment to work in a culturally responsive and inclusive manner; respecting and valuing the diverse perspectives of individuals and groups.
- Takes an interest in early career colleagues, graduates and students – provides coaching and/or mentoring as appropriate. Supports initiatives to promote science careers.
- Prevents harm to self and others by carrying out duties safely and responsibly.

Delivery of work

- The ability and commitment to deliver pieces of work and projects on time to required quality, cost and benefit parameters.
- The application of appropriate project management rigour, principles and practices to delivering quality projects in a cost-effective manner.

Leadership

- Leads from the front to foster a strong culture of collaboration and innovation and working effectively with other teams to achieve objectives.
- Develops and manages the performance and capability of the team through effective coaching and development initiatives.
- Sustains the capability and capacity of the team through effective planning and talent management.
- Creates an inclusive working environment that values diversity and wellbeing.

Behavioural expectations

Manaakitanga – we do the right thing

Champions a positive working culture. Works and interacts with colleagues, external partners, stakeholders and customers in a way that is consistent with our values:

- We are **CONNECTED** in our purpose; with each other, with partners and stakeholders and with our communities.
- We are **INSPIRED** by our work to explore, challenge, innovate and aim higher.
- We are **EMPOWERED** to be our best – valued for our differences, encouraged to contribute and enabled to grow and develop.

Bicultural commitment

- As a Crown Research Institute, GNS Science is committed to partnering with iwi/hapū and Māori communities and agencies to achieve their science aspirations.
- We do this in a way that is culturally appropriate (**tikanga**) and honours Māori and non-Māori worldviews (**te ao**).

These expectations are intended to support and guide the development of individual staff.