

Position Title:	Kaitūhono (Māori Partnerships Specialist)
Reports To:	Māori Research & Partnerships Leader
Direct Reports:	Nil
Group:	Māori Research & Partnerships Group
Key Relationships:	Māori Partnerships / Kaitūhono, Māori Researchers / Kairangahau, Kairuruku, Māori partners, Partnerships Group – Sector Managers & Account Managers, Research Office, , Science Team Leaders, Scientists / Researchers
Location:	Palmerston North or Hamilton (some flexibility possible).

WHO WE ARE

We are passionate innovators, dedicated to making a difference to the future of New Zealand by delivering world-leading research and through complex problem solving across diverse agricultural areas. We are respected by the scientific community for thought leadership, trusted by industry partners for the value we add to the sector, and admired by farmers and governmental stakeholders for all that we do to keep New Zealand at the forefront of global agricultural excellence.

We go beyond innovation to maintain AgResearch's role as a leading collaborator and contributor to New Zealand's worldwide agricultural reputation.

Our Vision is to drive economic prosperity by transforming agriculture while incorporating the fundamental concepts of sustainability, environmental responsibility and mātauranga Māori.

POSITION SCOPE & PURPOSE

The Kaitūhono will help to achieve AgResearch's strategic focus area of mātauranga Māori and embedding Te Ao Māori in AgResearch through Te Ara Tika. They will also help to implement the Māori Research & Partnerships plan through Māori research and engagement approaches that create strong links with Māori organisations and communities fostering long term research partnerships. The Kaitūhono will have growing knowledge in mātauranga Māori, taonga Māori, iwi Māori, Kaupapa Māori and tikanga Māori research and engagement approaches, models and frameworks. They will be guided by the Māori Research & Partnerships Leader and work collaboratively with the Kairangahau to support the establishment of Māori led, Māori centred and Kaupapa Māori research at AgResearch as well as supporting science to embed Te Ao Māori in their research and engagement approaches. The Kaitūhono will also identify opportunities for our Māori partners to connect with science teams that have capabilities to help our partners move towards their aspirations.



Our Future



Bright Minds

Leading the Way

Significance

Balance

KEY ACCOUNTABILITY AREAS

TŪHONONGA

- Facilitate tikanga and values led engagement with Māori researchers, organisations and communities in order to build strong and positive partnerships.
- Support Māori centred Kaupapa Māori engagement approaches with Māori researchers, organisations and communities in order to build strong and positive partnerships.
- Champion systems and protocols for science to learn and adopt quality engagement approaches, for beneficial research outputs and outcomes with Māori partners that preserve or enhance mana and protect Māori knowledge.
- Role model implementation of the AgResearch Te Ara Tika plan and MBIE's Vision Mātauranga Policy to projects and activities, lead involvement in te ao Māori development, and contribute to co-innovation with Māori led, Māori centred and kaupapa Māori research.

PARTNERSHIPS

- Work with other kaitūhono to support partnership plans and agreed service plans, driving consistency in the way we interact, manage and deliver to partners.
- Identify and build strategic relationships with key partners, partners and networks (current and potential), identifying and agreeing research opportunities to meet their needs and inform AgResearch to develop appropriate solutions.
- In conjunction with the Research Office develop and maintain highly effective relationships and processes to support science teams to understand and better respond to te ao Māori.

LEADERSHIP

- Effectively co-ordinate, coach and develop teams focused on creating value for our partners through AgResearch-led science projects.
- Support the Māori Partnerships & Research Group and contribute to strategic initiatives and planning.



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INTELLIGENCE AND BUSINESS DEVELOPMENT

- Develop and deliver insights and revenue targets in the Māori Partnerships plan.
- Manage Māori Partnerships revenue conversion throughout the year and generating sector revenue forecasts.
- Disseminate Māori Partnerships intelligence and insights to shape future research directions and opportunities.
- Work collaboratively with the Māori Research & Partnership team, science and wider Partnerships Group to plan and deliver to partnership requirements.

COMMUNICATION

- Develop and maintain excellent relationships with external partners, Research Office, science, Partnerships Group and the wider AgResearch Leadership team.
- Support effective internal communication by following up on requests for information from science and the Partnerships Group.
- Complete all required reporting and planning responsibilities.
- Maintain excellent internal communication, providing regular updates suitable for an organisational wide audience and for potential incorporation into company-wide communication mediums.

SPECIAL PROJECTS & HEALTH AND SAFETY

- Contribute to the development and leadership of AgResearch Health and Safety Policies and Procedures.
- Always have consideration for the safety of yourself and others in the workplace at all times.

OTHER

- Carry out any other duties as required by the Director Māori Strategy, Research & Partnerships.



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PERSON SPECIFICATIONS

The person best suited to this position will possess the following:

EDUCATION & QUALIFICATIONS

- Relevant tertiary qualifications in a business or science discipline or related field.

CAPABILITIES & EXPERIENCE

- Experience and knowledge in te ao Māori and tikanga
- Understanding, experience and knowledge in the Māori agriculture, agrifood or agritech sectors.
- Understanding of Vision Mātauranga and relevant policies that impact upon Māori and research partnerships.
- Relevant experience in a business development or relationship management.
- 5+ years' relevant experience in relationship-based role.
- Knowledge and existing relationships with partners in the industry/sector area.
- Strong commercial/engagement background with experience in brokering deals.
- Experience in science, knowledge, technology and product development related sectors.
- Expertise in drafting, maintaining and implementing stakeholder profiles and work plans
- A sound understanding of project planning and management.
- Working knowledge of business development and contractual arrangements including intellectual property
- Sound financial and business acumen.
- Advanced computing skills including Microsoft applications.



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COMPETENCIES

Organisational wide competencies – these are the competencies determined by the organisation as critical to every role.	
Accountability	Accepts responsibility for one’s actions regardless of outcomes.
Caring About People	Displays sensitivity towards the attitudes, feelings, or circumstances of others.
Developing People	Provides support, coaching, training, and career direction to others.
Integrity	Acts honestly in accordance with moral or ethical principles
Driving Results	Accomplishes goals, completes tasks, and achieves results.
Leveraging Diversity	Respects and values individual differences to obtain a desired effect or result.
Relationship Building	Develops collaborative relationships to facilitate current and future objectives.
Self-Development	Actively acquires new knowledge and skills to remain current with and/or grow beyond job requirements.
Role based competencies – these are the competencies required to perform this role.	
Driving Change	Champions new methods, systems, and processes to improve performance.
Flexibility	Changes direction as appropriate based on new ideas, approaches, and strategies.
Listening to Others	Listens and restates the ideas and opinions of others to improve mutual understanding.
Processing Information	Gathers, organizes, and analyses diverse sources of information.
Decision Making	Uses sound judgment to make timely and effective decisions.
Influencing Others	Persuades others to help achieve organizational goals and objectives.
Solving Problems	Identifies solutions given available information.
Business insight	Applies business knowledge to achieve organizational goals and objectives.
Dealing with Ambiguity	Comfortably handles unclear or unpredictable situations.
Professionalism	Acts in accordance with job-related values, principles, and standards.

