

# POSITION DESCRIPTION

<b>Position Title:</b>	Kaitūhono (Māori Partnerships Specialist)
<b>Reports To:</b>	Māori Research & Partnerships Leader
<b>Direct Reports:</b>	Nil
<b>Group:</b>	Māori Research & Partnerships Group
<b>Grade:</b>	KF17
<b>Key Relationships:</b>	Māori Partnerships / Kaitūhono, Māori Researchers / Kairangahau, Kairuruku, Māori partners, Partnerships Group – Sector Managers & Account Managers, Research Office, Science Team Leaders, Scientists / Researchers
<b>Location:</b>	Hamilton or Lincoln

## WHO WE ARE

The Bioeconomy Science Institute brings together AgResearch, Manaaki Whenua - Landcare Research, Plant & Food Research and Scion into a single organisation. We are here to support the growth and resilience of the bioeconomy in New Zealand and beyond.

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 group'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 group'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



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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.

## KEY ACCOUNTABILITY AREAS

### TŪHONONGA

- Facilitate tikanga and values led engagement with Māori partners, organisations and communities, as well as researchers, in order to build strong and positive partnerships.
- Support Māori centred Kaupapa Māori engagement approaches with Māori researchers, organisations and communities.
- 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 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.

### INTELLIGENCE AND BUSINESS DEVELOPMENT

- Work with Māori partners, AgResearch researchers and funding agencies to secure contracts for delivery of research that will progress partner aspirations.
- Develop and deliver insights and revenue targets in the Māori Partnerships plan.
- Manage Māori Partnerships revenue conversion throughout the year and contribute to sector revenue forecasts.
- Disseminate Māori Partnerships intelligence and insights to shape future research directions and opportunities.



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- 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.

## HEALTH AND SAFETY

- Maintain current knowledge and comply with all AgResearch's health, safety, and wellbeing (Te Whare Tapa Whā), policies, frameworks, systems, and procedures.
- Demonstrate safe workplace behaviour by taking all practicable steps to ensure own and other's safety in the workplace, coaching and influencing your people to ensure goals are met.
- Identify and report incidents, hazards, near misses and safety observations via AgResearch's health and safety reporting system.

## ORGANISATIONAL OBJECTIVES

- Actively participates in developing capability to strive towards our responsibilities as a tiriti partner. This includes, Te Tiriti o Waitangi training, te reo Māori me ōna tikanga, cultural bias training and actively supporting Māori employees to mitigate inequities.
- Ensures that all information created or received during the course of your work is managed as per AgResearch Information Management policy. This includes naming, storing, classifying and ensuring it is available to other staff as per the policy."
- Actively participates in AgResearch performance process including setting objectives and having a robust development plan. Proactively and constructively contributes to performance conversations and personal development.
- Embraces the AgResearch Values framework and develops own behaviours to support these values on a continuous basis.
- Takes responsibility to understand and apply AgResearch policy, processes, systems, and procedures daily.
- Commits to accurate and timely information sharing and recordkeeping as per set organisational standards.
- The accountabilities set out above are not exhaustive. Therefore, it may be necessary for you to undertake other reasonable accountabilities as required, which are within your abilities.



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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.	
Customer Focus	Provides courteous, timely, and helpful service to encourage client loyalty.
Driving Innovation	Stimulates creative ideas and perspectives that add value.
Financial Insight	Applies financial knowledge to achieve organizational goals and objectives.
Flexibility	Changes direction as appropriate based on new ideas, approaches, and strategies.
Industry Insights	Applies knowledge of industry trends and outlooks to achieve organizational goals and objectives.
Negotiating	Explores alternatives to reach outcomes acceptable to all parties.
Networking	Builds and maintains a system of strategic business connections.
Presenting to Others	Conveys ideas and information to groups.
Sales Focus	Generates revenue by promoting products and services to others.
Solving Problems	Identifies solutions given available information.



*Our Future*

*Bright Minds*

*Leading the Way*

*Significance*

*Balance*