

INNOVATION UNIT AUSTRALIA NEW ZEALAND

SENIOR PROJECT LEAD - MĀORI POSITION DESCRIPTION

DECEMBER 2020

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SENIOR PROJECT LEAD - MĀORI

0.4 - 0.6 FTE (Negotiable)

Aotearoa, New Zealand based

Reports to: Director, Innovation and Partnerships

WHO WE ARE

Innovation Unit is a not-for-profit social enterprise that grows new solutions to complex social challenges. We use innovation to help create a world where more people belong and contribute to thriving societies. For us, thriving societies are socially just, sustainable and connected. We build alliances with ambitious places, organisations and systems around the world to make sure innovation has lasting impact at scale. We have bases in Aotearoa New Zealand, Australia and the UK - this enables us to be deeply local but also part of a global network of amazing change makers.

Reducing inequities in health, educational and social outcomes is a major focus for our efforts to create thriving societies. To achieve this we:

- Use the power of innovation to help meet the major social challenges in New Zealand and Australia
- Take a people-centred approach to innovation that enables those most affected to be actively involved in creating solutions that work for them
- Build on existing relationships with tangata whenua to influence action that reduces inequities in health, education and social outcomes
- Help our partners to design and scale solutions to complex social challenges, ensuring they reach the people who need them most

In an Aotearoa New Zealand context, we are an organisation that works under a bicultural framework, and we actively work to reduce inequity for Māori. Our work is guided by the following principles:

- Whanaungatanga: Connectedness is important to us. We commit to maintain, build, and grow meaningful and enduring relationships with Māori
- Manaakitanga: Holding space is valuable to us, we intentionally create space that allows for Māori to participate meaningfully in our work
- Kaitiakitanga: We are committed to protecting the voices, stories, thoughts, ideas and wellbeing of those we work for and with
- Ako: We acknowledge that working towards culturally sound practice is an ongoing process. We commit to acknowledging what we don't know and where we can improve.

WHY JOIN NOW

Joining Innovation Unit Australia New Zealand now offers a real opportunity to shape the future of the organisation - and to contribute to delivering some serious social impact at a moment when it is sorely needed for us, for our children, and for generations to come.

Innovation Unit Australia New Zealand is full of passionate, smart, creative individuals who are personally committed to the organisation and its mission. This makes joining Innovation Unit Australia New Zealand a significant personal choice as well as a professional one.

As a small and agile team, flexible working is our norm. This enables the team to stay connected with the people and processes that fill our “mauri cups”.

We also want to honour your journey within Te Ao Māori, and we will provide an environment where this will be supported and valued. We have engaged external cultural advisors to help us navigate the journey we are on as an organisation, and although we know we still have a long way to go, we are committed to continue learning and growing together in this space.

ABOUT THE ROLE

We are committed to strong Māori leadership within our organisation. This role has an explicit focus on providing leadership around culturally competent social innovation practice, ensuring our ways of working are responsive and enable tangata whenua and others experiencing inequitable outcomes to participate meaningfully.

This is one of those roles where you get to help change the world. This will include overseeing multidisciplinary project teams including, amongst others, practitioners, policy and subject matter experts, designers and researchers. This role involves building the cultural capability of our organisation to respond to complex challenges, and supporting transformational change in our partners' organisations.

Your mahi might include leading projects with communities to co-design better futures; [visit our website](#) for an overview of the type of work we do, or read about some specific examples of past projects in Aotearoa, NZ below:

1. [Taking a Māori-centered approach to heart health in Te Tai Tokerau](#)
2. [Creating stronger connections between parents of under-5s in Tāmaki Makaurau](#)
3. [Reducing social isolation amongst older people](#)

The role will be outward and inward facing - growing the profile, networks and work of Innovation Unit Australia New Zealand out in the world, and growing the capability, confidence and impact of its team to do so. If you would like to help us shape how we

contribute to a world in which more people belong and contribute to thriving societies, and have the background to do this job brilliantly, please apply now!

ABOUT YOU

You are passionate about improving equity for Māori: you have strong cultural competency and knowledge of Te Ao Māori, a strong track record of serving whānau, hapū and iwi, and are excited by the opportunity to further strengthen the cultural competence of our team and project partners to work across sectors, spaces and places to drive efforts that will make a real difference. You also know the limits of your experience and can point people in the right direction to learn from others.

You are an expert facilitator: you work closely with teams. You find the common ground amongst the voices finding ideas ripe to develop and bring clarity. You provide integrative frameworks that keep the momentum of the project moving forward and bring together different disciplines and perspectives. You model a collaborative way of working where there is space for different disciplines to unite around a single point of view and showcase the best of innovation capability.

You are a connector: you foster relationships and are known for bringing people together. You can see connections across different organisations and kaupapa, and enjoy brokering new and exciting partnerships.

You are vision-orientated: you bring energy and optimism to imagining future scenarios that reinvent (sometimes radically) how we think about growing solutions and creating change. You make these future scenarios tangible, so that others can contribute to the vision and move forward together. You are focussed on helping your partner have the eureka moment that shifts their perspective and co-operation for new ways of working.

You are rigorous on outcome and flexible on process: your focus is on defining, then reaching the desired outcome and you draw from a broad kete of change and transformation methodologies, tools and frameworks according to what is required to get there. You aim to be flexible and inclusive to other perspectives and find the right means to capture and capitalise on the bandwidth of our colleagues to ensure the team is solving the right problem.

You are a pattern spotter and storyteller: you capture, visualise and weave together people, processes and stories. You look for common threads, unifying themes and underlying narrative that makes sense of people's contributions and insights. You create shared understanding by identifying relationships, trends and opportunities and quickly bring clarity to complex challenges.

Practically, this means you:

- have a strong commitment to Te Reo Māori me ōna tikanga
- have a strong network of existing relationships with Māori organisations and leaders across Aotearoa
- have a good understanding of the public, social, community and/or philanthropic sectors in New Zealand, and a track record of leading change efforts
- have been the lead interface with executives and senior leaders that have resulted in productive relationships and partnerships
- have social innovation and/or design experience with skills in co-design, service design, prototyping, service development and/or system change, or a strong desire to develop in this area
- are experienced in managing and accounting for yours and others time
- have managed budgets
- have delivered powerful written and visual communications to a publishable standard
- have supported a team of staff and contractors to achieve project outcomes
- can balance excellent facilitation skills with leading and shaping work to reach consensus
- are confident and flexible and have experience working in interdisciplinary teams where harmonious collaboration is imperative
- thrive with low supervision
- have the ability to travel across Australasia and the flexibility to enable collaboration with colleagues across different time zones.

However, we don't expect one person to have all of the above skills or experience. Each person will bring their own kete and flavour - we'll work with you to shape the role in a way that builds on your strengths and interests.

Ultimately, you are a reflective practitioner and a life-long learner.

KEY TASKS

PARTNERSHIP LEADERSHIP

- Establish and maintain relationships with key partners, particularly Māori organisations and leaders across Aotearoa
- Consult with potential partners to define, describe and prioritise their organisational challenges
- Creatively design multidisciplinary projects within partner budgetary restraints that address their needs and will result in productive project outcomes
- Build collaborative partnerships and networks with partners that will further their ambitions and deepen our impact in their organisation

HELPING TO LEAD THE DEVELOPMENT OF OUR ORGANISATION

- Act as lead kaiārahi on issues related to tikanga Māori and kawa across the organisation and projects
- 'You have practical knowledge of Te Tiriti o Waitangi and its relevance and impact on you, your role, the organisation, their partners and other countries.
- Contribute to developing and implementing our strategy
- Be ready and happy to think on your feet and offer up your strategic, creative, relational and/or analytical talents to respond to challenges and develop solutions.

PROJECT LEADERSHIP

- Design, manage and deliver large social innovation projects, ensuring milestones and outcomes are met within budget, and positive relationships are maintained with project partners
- Provide advice, support, and practice leadership to project teams, and leadership around culturally responsive social innovation practice
- Recruit participants for co-design workshops, research and other innovation processes
- Oversee project teams
- Ensure key project documents and reports are of a high standard
- Ensure travel, workshops, communication and other logistics related to project delivery are undertaken effectively.

THOUGHT LEADERSHIP

- Act as a thematic lead for our work on an area to be agreed
- Play a key role in thought leadership in the social innovation and social design spaces, including writing and speaking
- Maintain and grow key relationships in the social innovation sectors/spaces
- Contribute to occasional events that encourage or promote social innovation
- Develop new relationships in the social innovation and broader health, education and social sectors on behalf of the Innovation Unit.

BUSINESS DEVELOPMENT

- Identify and cultivate relationships with potential partners
- Develop collaborations with partners whose area of work is complementary to ours and who can help us increase our impact and reach
- Generate creative ways to tackle social challenges, and turn those into compelling new proposals
- Lead and quality assure the development and writing of proposals
- Lead and take part in project 'pitches'.

ROLE DETAILS

LOCATION – The successful candidate will be based in our Auckland co-working office and have the ability to travel across Australasia once COVID restrictions soften. We are also open to candidates from across other regions of Aotearoa, NZ who are able to work remotely and independently.

SALARY – Pro rata of up to NZD\$100,000 plus kiwisaver per annum, depending on experience

EQUIPMENT – You are required to provide your own laptop, internet and mobile phone. Project and organisation related calls are able to be claimed back as an expense should the organisationally supplied teleconference service not be able to be used.

TYPE – For our team it is standard practice to offer a fixed term contract for one year at the outset, before considering permanent appointments. Our intention is for this to become a permanent role after the first year if the business pipeline and work is flourishing

HOURS – This is a part-time role: 0.4 - 0.6 FTE (negotiable).

APPLY NOW

How to apply:

1. [Review the duties and responsibilities, person specification and role details](#)
2. Send the following to <teamanz@innovationunit.org> by 12 noon NZT on Friday 15 January 2021:
 - a CV; and/or LinkedIn profile
 - a cover letter; stating what excites you about this mahi, and why you believe you would be a good fit
 - a short video; that tells us more about you (2 minutes max – and we're not interested in technical quality, we're interested in you and what you say)

Short-listing will happen w/c 18 January 2021, interviews will be held in Auckland 28 January 2021, for this role to formally commence in February 2021.

To discuss or ask questions contact us via email <teamanz@innovationunit.org>
Applicants should have New Zealand residency or a valid New Zealand work visa.

ADDITIONAL THOUGHTS

- [How Social Innovation is Deeply Māori »](#)
- [Takiwā Waihangā – Our Māori identity »](#)
- [Cultural Competency in the workplace »](#)