



Hauora Māori and Equity Advisor

Job Description	
Position title:	Hauora Māori and Equity Advisor
Team:	Equity Group
Responsible to:	Tumuaki Māori Head of Equity
Location:	Wellington
Start date:	June 2024
Employment status:	Permanent (1.0FTE)

About the College

The Royal New Zealand College of General Practitioners (the College) is the professional body and postgraduate educational provider for vocationally qualified specialist General Practitioners (GPs) and Rural Hospital Medicine Practitioners.

Our key aim is to improve health outcomes and reduce health inequities for all people in Aotearoa New Zealand. We do this by setting and maintaining education and quality standards, and supporting our members to provide competent, equitable care to their patients.

Our work is underpinned by Kaitiakitanga (service and stewardship), Whanaungatanga (collaboration and respect), Mana Tangata (diversity and inclusion), and Auaha (innovation and creativity).

Our 65+ operational staff support approximately 5,500 specialist GPs working in 1,000 general practices around the country.

Our people are committed to creating a contemporary and sustainable organisation, improving health equity, leading the way in education excellence, and ensuring the sustainability of quality general practice.

To learn more about who we are and what we do, [please visit our website](#).

Our Benefits



About the role

The Hauora Māori and Equity Advisor will be part of the team responsible for the planning, implementation, monitoring and evaluation of our Māori strategy *He Ihu Waka, He Ihu Whenua, He Ihu Tangata: He Rautaki Māori*, and providing support to Te Akoranga a Māui. Te Akoranga a Māui is the Māori representative group of the College and is the first indigenous representative group established in any Australian or New Zealand medical college. The Hauora Māori and Equity Advisor will also support other equity work and initiatives, including for the Pasifika Chapter and the Division of Rural Hospital Medicine (DRHM).

The Hauora Māori and Equity Advisor will be committed to the kaupapa of achieving health equity. They will contribute to the Equity Team's programme of work by having a thorough understanding of the strategic context in which the College operates; and by understanding the priorities and perspectives of the College Board, Te Akoranga a Māui, the Pasifika Chapter, DRHM, the broader College membership, and key external stakeholders; and assisting College teams to understand the ways in which their day-to-day work contributes to meeting key strategic goals.

Key Responsibilities

- Lead the building of cultural capability in the College, for example by facilitating te reo me ngā tikanga Māori sessions for College staff.
- Provide leadership regarding te reo me ngā tikanga Māori in College contexts.
- Travel to and assistance with educational events, for example in the leading of karakia and whakawhanaungatanga sessions, and with event logistics.
- Work to ensure that the College's understanding of its relationship with and responsibilities to Māori are pro-equity, Te Tiriti-based, culturally safe and anti-racist, for example by providing or contributing to equity reviews as requested across the College.
- Provide evidence-based analysis, advice, subject matter expertise and advocacy to support the College achieving the stated targets in *He Ihu Waka, He Ihu Whenua, He Ihu Tangata*.
- Implement the programme of work that delivers *He Ihu Waka, He Ihu Whenua, He Ihu Tangata*, meeting key deliverables, milestones, risk identifications, expected outcomes, budget considerations, and reporting requirements.
- Provide advice and leadership to the development and ongoing implementation of a Māori and Pasifika-focused communications plan for the College.
- Be available as a key point of contact for Te Akoranga a Māui, the Pasifika Chapter, and DRHM.
- Represent the College in meetings with key stakeholders as required, and at recruitment events.
- Contribute to the ongoing development and implementation of the Pasifika Strategy.

Personal and professional education and development:

- Maintains and / or extends knowledge base and skill base required for effective performance
- Identifies learning needs
- Negotiates with management to attend appropriate education and training
- Participates in own performance review annually
- Assists with other tasks, projects and initiatives as required.

Position Requirements

Candidates should have the following qualifications, essential skills, and experience:

- Fluency in te reo Māori
- Passion and confidence for facilitation, bringing people onboard the kaupapa, and empowering others to build their te reo me ngā tikanga Māori confidence
- A current, in-depth understanding of Te Tiriti o Waitangi in the health sector; and an understanding of the differences between Hauora Māori, cultural safety, cultural competence, and health and educational equity
- Pasifika cultural competence is highly desirable
- A relevant university degree and professional qualification or equivalent experience
- Ability to think flexibly and adapt
- Excellent presentation and communications skills
- Confident relationship management skills
- Ability to prepare clear and persuasive written material, including for reports
- Experience in the successful implementation of Māori focused strategies

- Ability to translate strategy into action while maintaining a focus on achieving long-term goals, and to deliver projects through to completion
- Previous success in delivering and implementing processes and systems
- Experience working in a team-oriented, collaborative environment
- Proficient level skill with the Microsoft Office Suite.

Candidates should demonstrate the following essential attributes:

- A personal commitment to improving health outcomes for Māori and Pasifika Communities
- Ability to see the big picture, forward thinking, seeks new ideas, accepts challenges and opportunities and manages risks
- Ability to adapt to changing business priorities and prioritise and execute tasks in a team
- Highly self-motivated, and the ability to work independently with strong problem-solving skills
- Strengths in establishing and maintaining positive relationships
- Displays the highest standards of personal and professional behaviour
- Models behaviours consistent with the College’s values and holds others accountable for those behaviours
- A commitment to continual professional development
- Employs clear and effective two-way communication both spoken and written, with a wide range of people and in all situations, in order to understand, persuade, and influence others.

Key Relationships

Internal

- Te Akoranga a Māui
- Pasifika Chapter
- DRHM Chapter
- Senior Management Team (SMT)
- College Teams
- College medical educator workforce

External

- Māori communities, hauora Māori, and other Indigenous organisations
- Te Ohu Rata o Aotearoa – Māori Medical Practitioners’ Association (Te ORA)
- Pasifika Medical Association
- Hauora Māori Intercollege Network

Health & Safety

As an employee you will:

- Take reasonable care of your own health and safety.
- Take reasonable care that what you do, or do not do, does not adversely affect the health and safety of others.
- Cooperate with any reasonable policies or procedures the College has in place on how to work in a safe and healthy way.
- Comply with any reasonable instruction given by the College so that you can comply with the Health and Safety at Work Act and its regulations.

Financial Delegation

As an employee you will:

- Maintain understanding of the College’s current financial delegation policy.

- Apply the policy appropriately in all situations.