

JOB DESCRIPTION



Vision: Enriching lives through sport, recreation and physical activity
more people, more active, more often

Purpose: Leadership of sport, recreation and physical activity in the Bay of Plenty

Job profile

Position Title	Kaihonohono Māori/Strategic Māori Relationships Lead
	40 hours per week
Location	Any of 3 Offices – Tauranga/Rotorua/Whakatāne
Coverage Area	Bay of Plenty
Salary Band	
Annual Leave	4 weeks per annum
Reports to	CEO

Position purpose

“Ki te kahore he whakakitenga, ka ngaro te iwi” “Without unity and vision the people will be lost”

Kīngi Tāwhiao Pōtatau Te Wherowhero uttered these words to rally his people and encourage unity and forward thinking. It is within this whakaaro that Sport Bay of Plenty seeks the role of Kāhonohono Māori/Strategic Māori Relationships Lead. The role will exist to raise the gaze and build a united future of physical activity in the Bay of Plenty, one which weaves the aspirations of Māori together with the work of Sport Bay of Plenty to achieve better outcomes for all.

Position responsibilities

Through building authentic relationships with the many Iwi, Hapū and Kaupapa Māori organisations within the Bay of Plenty this role will be responsible for;

- Leading Sport Bay of Plenty’s commitment to the principles of Te Tiriti o Waitangi
- Develop a shared vision, across the region, for Māori physical activity outcomes and agency
- Uphold, strengthen and build relationships with community stakeholders and partners to ensure the aspirations of Māori are honored and valued
- Ensure Māori perspectives and opinions, and the voices of Māori are equitably represented in the future planning and strategy of physical activity in the region
- Provide key support to our senior leadership team in understanding and providing for Kaupapa Māori and support the embedding of Te Tiriti o Waitangi principles in the organisations practice.
- Provide key support for our staff and teams in the understanding of building relationships and relevant tikanga and kawa to do this

Key accountabilities

All accountabilities are linked to Sport BOP strategic plan goals <https://www.sportbop.co.nz/about-us/organisational-documents/vision--strategic-plan/>

Values

Work towards and uphold Sport BOP values at all times

- **Aratakitanga** – We conduct, lead and guide to make a lasting impact
- **Manaakitanga** – We uphold and enhance the mana of those we work with
- **Mahi Tahi** – We are an inclusive and collaborative team

Our values are underpinned by our commitment to the principles of Te Tiriti o Waitangi and two guiding Whakatauki:

- “He aha te mea nui o te ao? He tangata, he tangata, he tangata!”
What is the most important thing in the world? It is people, it is people, it is people!
- “Waiho ma ngā tangata e mihi”
Let it be others who sing our praises

Commitment to Te Tiriti o Waitangi

- Leading our organisational understanding of Te Tiriti o Waitangi principles and identifying areas of improvement
- Supporting our staff to work in ways that honor and uphold Te Tiriti o Waitangi principles and ensure these are valued
- Identify and share ways that our workstreams can be enhanced to be more meaningful align stronger to Te Tiriti o Waitangi Principles

Shared Vision for Kaupapa Māori

- Identify key kaupapa Māori stakeholders that Sport Bay of Plenty could work with and build relationships with these organisations that support better outcomes for Māori collectively.
- With key stakeholders (Iwi, Hāpu, funders) develop a shared vision and strategy for Māori physical activity outcomes and agency within the bay of plenty.
- Ensure the voice of Māori is equitable within all physical activity strategy and policy creation in the Bay of Plenty

Support for Sport BOP Staff

- Enable staff to understand and to build authentic relationships with kaupapa Māori organisations
- Ensure the content and marketing practice that we present to our community correctly reflects Aotearoa and our dual heritage with equitable representation of Mātauranga Māori, Reo, tikanga etc.

General

- Help out wherever needed to support achievement of Sport BOP’s vision and objectives
- Take care to ensure the health and safety of self and others, and comply with Sport BOP’s health and safety processes and policies

Skills, knowledge and experience

Essential

- A tertiary degree in a relevant planning, policy, management or Māori discipline
- At least 8 years’ experience in strategy development and/or community development
- Advanced knowledge of Te Reo Māori and Tikanga Māori

Desirable

- Knowledge of council planning and process
- Knowledge of Sport NZ strategic direction and policy

Benefits

- A comprehensive Workplace Wellness policy which includes:
 - Family friendly workplace and flexible working arrangements
 - Contribution towards physical activity membership or equipment
 - Optional annual flu injection
 - Annual contribution towards health and wellbeing checks
 - Employee assistance programme
 - Long service benefits
 - First aid training
- Commitment to regular professional development

Role dimensions

Budget management

Up to \$10 000

People management	Nil – potential to have up to 3 internal over time if agreed
Key internal relationships	Sport BOP Board, Senior Leadership Team, Team Leaders and Staff
Key external relationships	Iwi and Hapū of the BOP, Te Papa Takaaro O Te Awara Mataatua Sports Kaupapa Māori Physical Activity Organisations, Kura and Schools of the BOP, Sport New Zealand, Regional and National Funders, Regional and National Sport Organisations, Councils of the BOP
Work expectations	<ul style="list-style-type: none"> • Attendance the three strategic development meetings per year and all team training / development sessions • 90 day probation period

