

Position Description

Position:	Aporei Tātari, Te Aroturukitanga o te Rāngai Tūmatanui Principal Advisor, Public Sector Monitoring		
Team/Directorate:	Te Aroturukitanga o te Rāngai Tūmatanui, Te Aroturukitanga o te Ahunga Pūnaha Public Sector Monitoring, System Performance Monitoring		
Te Puni:	Te Puni Rautaki Strategy		
Reports to:	Kaiārahi, Te Aroturukitanga o te Rāngai Tūmatanui Manager, Public Sector Monitoring		
Location:	Te Iho, Pōneke National Office, Wellington		
HR Delegations	nil	Financial Delegations	nil
Date:	Whiringa-ā-rangi 2025		

Mō Te Puni Kōkiri | Te Puni Kōkiri Statement

Te Puni Kōkiri leads policy advice to the Government on Māori development and Iwi and Māori relations with the Crown. To do this effectively we must position ourselves to elevate our monitoring and mentoring responsibilities and emphasise our role in holding other agencies to account for delivery of public services to, for and with Māori.

Our vision is Thriving Whānau – *when whānau are thriving, so do their communities, hapū, iwi and all of Aotearoa*. This vision drives our efforts to build an Aotearoa New Zealand by *drawing strength from our past to build an Aotearoa New Zealand where whānau can all stand, thrive and belong*.

There are two key approaches that frame our work and position us for strategic influence by ensuring that, over time, government effort is aligned to evidence-based approaches that work, for and with Māori:

- Delivery approach – Whānau-centred, locally led, government enabled.
- Policy approach – Te Tautuhi o Rongo public policy framework.

Our strategic priorities areas:

- Whānau Ora
- Māori economic development and growth
- Monitoring and mentoring
- Māori language and culture
- Iwi and Māori relations with the Crown

If you would like to find out more about Te Puni Kōkiri and our strategy, visit our website tpk.govt.nz.

Mō te Puni Rautaki | Strategy

- The Strategy Puni supports the Executive Leadership Team to shape and drive Te Puni Kōkiri's long-term strategic direction. As a key strategic enabler, it leads the development and implementation of robust strategies, provides clear frameworks for decision-making, and demonstrates the impact and effectiveness of the public sector in delivering outcomes for whānau, hapū, and iwi. An extension of this is the Communications function, which strengthens the organisation's ability to connect and influence by improving communication effectiveness, fostering media relationships, refining systems and processes, and unifying our brand across all channels.

- The Strategy Puni ensures that strategic intent is clearly understood and executed across the enterprise. It integrates strategic plans and performance systems, maintaining a disciplined focus on priority outcomes through robust planning and portfolio management. By embedding accountability and alignment, it translates long-term direction into tangible results and enables the organisation to track progress and demonstrate impact.
- The Strategy Puni is the system lead for monitoring the adequacy of service delivery for Māori and the delivery of Treaty Settlement commitments across government. Through evidence-informed advice, it helps agencies to better understand performance and make decisions that improve outcomes for communities, hapū, iwi, and all of Aotearoa. This role ensures that Māori perspectives are reflected in system performance and that commitments are honoured in practice.
- The Strategy Puni also leads the development of an accessible and robust evidence base to inform strategy-setting, policy development, and monitoring activities. By curating and integrating high-quality data, it provides the insight needed to ground decisions in analysis, strengthen accountability, and support improved outcomes for Māori.

Mō te Tima | About the team

The Public Sector Monitoring teams have overall responsibility for a range of activities that will enable Te Puni Kōkiri to have more strategic influence over public sector performance.

The teams play a key leadership role in ensuring the Ministry fulfils its statutory obligation to monitor the adequacy of public services to and for Māori as outlined in the Ministry of Māori Development Act 1991, to ensure that Te Puni Kōkiri fulfils the Cabinet directive to monitor and report on Treaty Settlements, and to monitor and advise on performance of Whānau Ora.

The teams carry out this role by developing and applying robust monitoring frameworks, evidence-based analysis and performance reporting. They use insights from this monitoring to develop and provide pragmatic policy analysis and advice that informs Ministerial priorities and influences the public sector to improve performance.

They play a proactive role in influencing other agencies by collaborating with central agencies, Post Settlement Governance Entities and other stakeholders to strengthen public sector effectiveness for Māori. They work actively with other agencies to mentor them to lift performance for Māori.

Mō te Nohoanga | About the role

Principal Advisors in the Public Sector Monitoring teams provide strategic oversight and technical leadership, ensuring long-term implications are considered and the right tools and skills are applied across multiple projects and teams to delivery high quality monitoring advice. They are responsible for:

- Providing strategic, technical and analytical leadership on complex issues, including the development of new frameworks and approaches.
- Leading the development and implementation of collaborative relationships with external stakeholders such as Central Agencies and Post Settlement Governance Entities.
- Leading development and implementation of monitoring advice and approaches, ensuring long-term implications are understood and the right tools and skills are applied.



- Representing the monitoring position of Te Puni Kōkiri in and deliver influential, strategic advice to senior leaders, the Minister and to other agencies.
- Coaching and mentoring staff and supporting managers to build policy and analytical capability and support across the organisation. Principal Advisors do not have direct reports.
- Understanding the strategic context in which the Ministry operates, including ministerial priorities, external drivers and stakeholder perspectives.
- Leading advisors across teams on significant projects and contributing to key work programmes across the Ministry.
- Supporting organisational planning, reporting and statutory obligations through thought leadership and quality advice.

Principal Advisors are expected to demonstrate agility, sound judgement and leadership in politically sensitive and complex environments.

Ngā Haepapa me ngā Kawatau | Accountabilities and deliverables

Technical expertise

- Lead the development and implementation of monitoring approaches, including drafting documents and providing advice.
- Demonstrate flexibility and strategic agility as priorities shift.
- Provide expert and influential monitoring advice to management, colleagues, government agencies, Māori organisations and the public as informed by data and evidence.
- Represent the monitoring position of Te Puni Kōkiri with central agencies, post settlement governance entities, Ministers and senior leaders.
- Lead the development and implementation of methods and frameworks (including social investment frameworks) to analyse a range of data and information inputs and develop performance insights.

Leadership

- Partner with Managers and General Managers to set the direction of the Public Sector Monitoring multi-year work programme, ensuring alignment with organisational and Ministerial priorities.
- Mentor staff and support managers in building monitoring capability.
- Provide thought leadership and coordination in the production of complex monitoring and analytics outputs.
- Drive continuous improvement and innovation across programmes including strategic improvement initiatives in performance monitoring.
- Support the team to maintain expertise, best practice, and knowledge in the subject matter area.

Delivery of work programme

- Lead innovative approaches in public service monitoring for Māori that reflects best practice.
- Lead delivery of monitoring work programmes, initiatives and activities including development and delivery of compelling, evidence-based analysis and advice.

Stakeholder relationship management

- Lead engagement with internal and external stakeholders and other government agencies on monitoring matters.
- Establish and maintain strategic relationships, which position Te Puni Kōkiri for strategic influence.
- Provide clear, tailored, logically compelling evidence-based advice using effective written and verbal communications to support the General Manager, Deputy Secretary, Secretary and Ministers.



Mōu – Ngā Pūkenga me ngā Wheako | About You – skills and experience

- A tertiary qualification in public management or significant experience in a public sector role.
- Demonstrable knowledge of machinery of government and public sector mechanisms to influence strategic planning, prioritisation, and design of services for Māori.
- Highly respected across government and demonstrates leadership in their field.
- Strong policy analysis and performance monitoring background in the public sector.
- Significant experience leading complex, multi-disciplinary monitoring projects and recognised expertise in strategic monitoring leadership.
- Understanding of the relevance of the Treaty of Waitangi to the work being undertaken.
- Proven senior level cross-agency engagement and influencing skills, including experience managing complex and multiple relationships to take full advantage of the perspectives and expertise of stakeholders.
- Proven ability to represent Te Puni Kōkiri at senior forums, influencing outcomes at the highest levels.
- Experience in working with whānau, hapū, iwi, Māori organisations and Māori communities and able to establish effective networks and relationships with these stakeholders.
- Excellent written and oral communication skills.
- Proven planning and project management experience.
- The ability to work in collaboration with peers and to influence key stakeholders.
- A high level of personal integrity and courage.
- Strength in leading change and coaching and mentoring staff.
- Understand the importance of traditional and contemporary knowledge for Māori development.
- Broad understanding of Te Tiriti o Waitangi and the importance of Te Tiriti from both Māori and Crown perspectives.
- General knowledge and respect of tikanga, and ability to work effectively with whānau, iwi, hapū and other stakeholders as part of the work at Te Puni Kōkiri.
- A level of competency in te reo Māori, or a willingness to learn.
- Understand the Te Puni Kōkiri Strategic Vision and understand what that success looks like.
- Understanding of the machinery of government and the political environment Te Puni Kōkiri operates in.
- Having a working knowledge and awareness of compliance obligations in respect of the Official Information Act 1982(OIA) that includes processing, compiling and informing response decisions to IA requests
- Demonstrate sound understanding of our privacy framework, which includes privacy strategy, personal information policy and personal information processes.