

## Strategic Advisor – Mana Whenua

To support Council in building and retaining strong relationships with local Iwi/Hapū, support staff and elected member cultural competency, and lead and support the development of policies and frameworks.

**ORGANISATION**  
**NGĀ POU | OUR VALUES**

 **Manaakitanga**  
POU 1. The customer is at the centre of everything we do.

 **Rangatiratanga**  
POU 2. We aspire to the highest standards.

 **Whakapono**  
POU 3. We strive to be trusting and trustworthy.

 **Whanaungatanga**  
POU 4. We act with courage, respect, kindness and empathy.

 **Kotahitanga**  
POU 5. We embrace diversity and strive to be inclusive.

 **Aroha**  
POU 6. We believe in and encourage each other.

 **RANGITIKEI**  
DISTRICT COUNCIL

**He oranga Whenua,  
He oranga Tangata,  
He oranga Wairua.  
Tihei Mauriora!**

**If our Land is cared for,  
if People are looked after,  
if the Spirit is strong,  
we can build a  
better future for all.  
Let there be life!**

*Making this place home*

### Our expectations

As part of the Rangitikei District Council we want to work as a team to deliver the best outcomes for our district. We are building our organisational culture around the principles of delivering for our customers, our organisational values, working together, and focussing on outcomes rather than tasks.

That means we will:

- provide strong customer service to all our customers.
- operate collaboratively as a total Council team, and
- deliver our services in a way that is best for the district (as opposed to best for the Council).

In short, we want you to think about what we are trying to achieve, and then work as a team to provide great services to the residents of our district.

Strategic Advisor – Mana Whenua – that’s your primary role at Rangitikei District Council. But working with us is much more than simply completing the task – it’s about how you go about doing the task, how you make a difference to the organisation, the ways you work with others, and how you deliver the best services to the district.

We’re crafting a new way of working together here at Council. We think each of us has a key role to play in making our district a great place to live. We do that by giving superb service to our customers; we do it by working together as a group; we do it by building a culture where we can all contribute our ideas; and we do it by focusing on our outcomes.

Where appropriate, we want you to be part of cross organisational teams, to bring your solutions to the table, and to work with those teams to implement them.

## What you will do

- Provide day to day cultural and strategic advice to elected members and Council staff to support the maintenance of respectful relationships with mana whenua.
- Encourage, support, and lead Council-wide training on Te Ao Māori, Te Reo, Te Tiriti o Waitangi, waiata, and tikanga Māori, including staff and elected member induction.
- Support and co-facilitate mihi whakatau/pōwhiri and other protocols for internal and civic events and ensure that tikanga Māori is incorporated into event planning.
- Lead the development, review or implementation of policies, plans or frameworks relevant to mana whenua (e.g. Maori responsiveness framework, memorandum of understandings, marae development fund); or provide advice on the development of Council policies, plans or frameworks to ensure a Te Ao Māori lens is considered in a meaningful way.
- Coordinate, provide advice and support staff to consider, engage or consult with iwi/hapu in relation to Council's infrastructure, projects, public consultations and engagement processes.
- Develop and maintain effective relationships, fostering collaboration, with Iwi/Hapū, understanding the priorities, challenges and relevant statutory and non-statutory documents.
- Lead reporting to Te Rōpū Ahi Kā Komiti and ensure appropriate coordination between the Komiti and Council.
- Build networks with external partners such as agencies or other councils to identify issues and opportunities for local Iwi/Hapū.

## What we all do

- Grow and develop resilient customer focussed staff, within a culture based on personal responsibility.
- Provide a safe, flexible, and supportive environment, where performance is recognised, and success is celebrated.
- Embrace training and professional development opportunities for continuing improvement.
- Undertake Civil Defence Emergency Management responsibilities if required.

## Our customer commitment

We strive to deliver excellent customer service by:

- Understanding and anticipating your needs
- Dealing with your enquiry promptly and fully
- Providing quality support and information to assist you.
- Communicating changes to services in advance

We will:

- Welcome you, listen and treat you respectfully.
- Acknowledge and follow up all complaints and requests.
- for service and provide a timely response to you.
- Seek your feedback on the service you receive so we can continue to improve what we do.

## Health and safety

- Accurately and promptly report all accidents, incidents, near misses, hazards, and risks by the end of the working day.
- Keep yourself and others safe.
- Adhere to all Council Health & Safety policies, procedures, and guidelines

## What you will bring

- Knowledge and understating of Te Tiriti o Waitangi and Mātauranga Māori
- Proficient written and oral communication skills in English and Te reo Māori
- Understanding of Tikanga Māori protocol



- High level of understanding of the principles of planning and policy development
- Ability to analyse and interpret policies, procedures and regulations.
- Knowledge of the Local Government Act 2002
- A strong team player with proven ability to work well with and interact successfully with other people.
- A strong strategic approach to business planning and problem solving.
- Strong networking and consultative approach allowing development and maintenance of strong working relationships.
- Thorough understanding and advocacy for the principles of customer first