

# Senior Partnerships and Capability Advisor Position Description



Business Unit	Strategy and Insights Group
Location	Wellington
Type	Full Time
Salary Range	\$92,300 (85%) - \$108,588 (100%) - \$119,447 (110%)

## Our tikanga

The tikanga of Taumata Arowai are based on the guiding principles of Te Mana o te Wai.

**Mana Motuhake** – lead by example by upholding and role modelling positive partnerships and behaviours based on kaupapa Māori principles, knowledge of local kawa and tikanga. Our thinking and practices are guided and informed by the principles of the Te Tiriti o Waitangi and Te Mana o te Wai.

**Kaitiakitanga** – ensure appropriate action is taken to steward, protect and preserve the integrity of the mauri, mana and ora of wai and tangata for the future. Our actions are guided and informed by mātauranga Māori-led change where kaitiakitanga can be exercised.

**Manaakitanga** – act in a mana enhancing way, with care and respect for the mauri, mana and ora of wai and tangata. Our work supports and respects the interests, strengths, and aspirations of wai and tangata for long term intergenerational sustainability.

## Ko wai mātou | About us

### Background and context

Taumata Arowai was established on 1 March 2021 as one of the three pou (pillars) of the Government's 2020 Three Waters Reform programme (the other pou are regulatory and service delivery reform) as a result of the review of the Havelock North incident. It will become the new water regulator for Aotearoa when the Water Services Bill is enacted, expected to be in the second half of 2021.

Taumata Arowai is born out of Te Mana o te Wai – a universal concept that is about restoring and preserving the balance between the wai, the wider environment and the community.

As well as an independent, Minister-appointed Board, Taumata Arowai will be advised on Māori rights and interest by a rōpū (Māori Advisory Group), which will work alongside iwi and Māori as the Crown's Te Tiriti o Waitangi partner.

### Our relationships

Taumata Arowai recognises that we need to develop strong relationships and work collaboratively across the sector. We will design, build and act from a te ao Māori perspective, working together across Aotearoa with iwi and Māori, local and central government and the wider water sector.

We take our lead from Te Tiriti o Waitangi and are guided by the principles of Te Mana o te Wai to regulate and influence the water services sector, improve outcomes and reflect on the importance of and connection between the health of tangata and wai, people and water.

## Spirit of service

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa

i āianeī, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under te Tiriti o Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

## Mō tēnei tūranga mahi | About this role

### Position Purpose

The purpose of the Senior Partnerships and Capability Advisor role is to develop partnerships and relationships that identify and advance key areas for improving the water services sector performance.

The purpose of the Strategy and Governance team is to help shape the organisation’s strategic direction and provide insights on sector performance and improvement.

<b>Reports to</b>	Strategy and Governance Manager	
<b>Staff</b>	Nil	
<b>Key Relationships</b>	<b>Internal</b> KOPA Senior Research Advisor Principal Advisors Data and Insights Team Communications Team People and Culture Team Regulatory Delivery and Policy Teams Other peers and colleagues	<b>External</b> Three Waters Ministry for the Environment Ministry for Primary Industries IANZ Department of Internal Affairs Tertiary Education Commission Ministry of Health Public Health Units Local Government LGNZ Water Sector industry bodies Water Services Te Pukenga Crown Research Institutes

## Key Accountabilities

As a Crown agent, it is likely that the scope and functions of positions within Taumata Arowai will evolve over time as Taumata Arowai grows and matures. Responsibilities of this position are expected to change over time as Taumata Arowai responds to these changing needs.

### Partnerships and Engagement

- Develop effective partnerships across the water services sector, iwi/Māori and community groups
- Identify and implement key methods of engaging across the water services sector, and with iwi/Māori and community groups
- Identify effective channels of engagement that suit your audience
- Design and manage engagement activities i.e., workshops, wānanga, hui and seminars
- Effectively utilise influencing and persuasion skills to support and develop cohesion across the water services sector
- Develop a network across the water services sector and other key related sectors to enhance and support performance initiatives
- Utilise knowledge of how the role of partnerships influences on engagement across the sector
- Analyse stakeholder relationships and develop strategy to enhance these

### Sector Capability

- Develop and maintain an understanding of the water services sector and its current performance levels
- Identify key issues impacting sector development and advise on appropriate actions accordingly
- Apply change management principles to your work
- Discern patterns and trends within the water services sector and clearly articulate these back to the relevant audiences
- Gather relevant information and produce effective advice on change within the sector to senior leaders
- Engage with drinking water suppliers, and gather an understanding of their different capability and engagement needs
- Identify opportunities throughout the water services sector, the community and iwi/Māori to improve sector capability

### Health and safety for self

- Work safely and take responsibility for keeping self and colleagues free from harm
- Report all incidents and hazards promptly
- Know what to do in the event of an emergency
- Cooperate in implementing return to work plans

## Ko koe tēnei | About you

### Qualifications

- Relevant tertiary qualification in Education, Science, or a related field.
- Full Driver's License

### Experience

- Working within local or central government
- Working at a system level to influence change and improve sector capability and performance
- Exercising influencing and persuasion skills with an ability to get people on board
- Communicating to tell a story and clearly articulating the current layout of a situation
- Developing and maintaining key relationships and partnerships for the purpose of influencing change and improved sector capability and performance

### Knowledge

- Good understanding of the water services sector and its current capability and performance (or knowledge of another relevant/similar sector)
- Understanding of water sector education and training
- Understanding of local and central government processes and operations
- Network of like-minded peers in similar roles across government and communities
- Understanding of the principles of Te Tiriti o Waitangi
- Knowledge of Te Ao Māori and Te Mana o Te Wai
- Knowledge and application of treaty partnerships
- Know how to set up an effective formal partnership
- Understanding of change management principles and the dynamic of change

### Skills and Attributes

- Ability to navigate a system undergoing regulatory change
- Demonstrated skill in discerning trends and articulating back to relevant audiences
- Ability to effectively engage with iwi/Māori
- Ability to effectively engage with rural suppliers, both large and small
- Noun to identify opportunities
- Effective written and oral communication skills and an ability to tell a story
- Ability to listen to and understand the point of view and experiences of others, asking the right questions and drawing out the relative insights
- Ability to work collaboratively
- Ability to think at a system level
- Ability to scan the environment and get up to date on the current capacity of the sector, with an eye for influencing change
- Ability to travel as required