



Position description

Kairangahau Matua—Senior Researcher

**Te Rautaki a te Rangahau Mātauranga o
Aotearoa 2025-2029**

Te Matakite

He reo hautū mō te mātauranga i Aotearoa, e whakaumu nei i te rangahau, i ngā kaupapa here, me ngā tikanga whakaako kia puta ai he hua tautika, kairangi hoki mō ō tātou whānau me ō tātou hāpori.

NZCER Strategy 2025–2029

Vision

A leading voice for education in Aotearoa, transforming research, policy, and teaching practice to realise equitable and excellent outcomes for learners, whānau, and communities.

Te Tiriti o Waitangi

E noho ana Te Tiriti o Waitangi (1840) hei kahupapa mō te mahi a te Rangahau Mātauranga o Aotearoa

E noho ana Te Tiriti o Waitangi, he mea waitohu e ngāi Māori me te Karauna, hei kahupapa mō ā mātou mahi i te Rangahau Mātauranga o Aotearoa. E ū ana mātou ki te hāpai i ngā haepapa o te kāwanatanga me te tino rangatiratanga i roto i te rāngai mātauranga.

Te Tiriti o Waitangi (1840) underpins the work of Te Rangahau Mātauranga o Aotearoa | NZCER

Te Tiriti o Waitangi, signed between Māori and the Crown, underpins our work at NZCER. We are committed to upholding the relational responsibilities both of kāwanatanga and of tino rangatiratanga within the education sector.

Ngā whakaarotau rautaki

Mā ā mātou whakaarotau rautaki ka tutuki tō mātou kaupapa. Ka whakamāramatia e mātou tō mātou tū, tō mātou arotahi rautaki, me tō

Strategic priorities

Our strategic priorities help us achieve our purpose. We describe our position,

mātou tū i roto i ia whakaarotau rautaki, o ngā mea e rima.

Te whakapiki i te tautika i roto i te mātauranga
Ka noho ngā awhero mātauranga o te iwi

Māori hei puna mō ā mātou mahi

Te whakapakari i te aromatawai mō te ako

Te tō mai i te mātauranga iwi taketake ki

waenga pū i te mātauranga

Te whakaumu i te mātauranga i tētahi ao hou

strategic focus, and our approach in each of the five priorities.

Improving equity in education

Māori educational aspirations anchor our work

Strengthening aromatawai and

assessment for learning

Centring Indigenous knowledge in education

Transforming education in a changing world

Ngā Uara

Our values shape our culture and what we care about.

- **Te Tika**—e mahi ana mātou i ngā mea e tika ana mā te piri ki ngā tikanga rangatira, ki te tōtika, me ngā uara e puritia ana e te katoa
- **Te Pono**—ka kōrero mātou i te pono, ka whai i te pono, ā, ka whiria ngā tirohanga katoa
- **Te Whanaungatanga**—he mea hira ki a mātou ngā hononga, me ngā pātuitanga tauawhiawhi
- **Te Manaakitanga**—ka whakarangatira mātou i ētahi atu me te manaaki, te tiaki hoki i a rātou
- **Te Ako**—e piri ana mātou i te kī, kāore he mutunga o tēnei mea te ako.

Values

Hei tārai ō tātou uara i tō tātou ahurea me ngā mea nunui ki a tātou.

- **Tika**—we do what is right by acting with integrity, fairness, and shared values
- **Pono**—we are honest, seek truth, and consider all perspectives
- **Whanaungatanga**—we value relationships and reciprocal partnerships
- **Manaakitanga**—we respect others and treat them with generosity and care
- **Ako**—we nurture a culture of ongoing learning.

The full NZCER strategy is available on our website: <https://www.nzcer.org.nz/about-nzcer/corporate-documents>

Purpose of role

The Kairangahau Matua—Senior Researcher will lead, design, and deliver high-quality research and evaluation projects. These projects aim to facilitate better educational experiences for children and young people and contribute to transformational educational change. This role involves leading large and/or complex projects and providing advice to national organisations. Kairangahau Matua—Senior Researchers may also lead and undertake the development and delivery of research-informed assessment and other learning resources.

Key accountabilities

- Prepare proposals to win research funding and to further knowledge.
- Lead, design, and carry out large and/or complex research, evaluation, and other projects.
- Lead thinking about educational research across NZCER and identify areas for innovation and improvement.
- Lead or contribute to project teams.
- Sponsor, review, and quality assure the work of other researchers as required.
- Plan, schedule, and coordinate research projects with others.
- Provide direction and mentoring for other researchers.
- Produce research papers and reports and share findings via a range of publications and presentations.
- Build knowledge in areas of expertise and demonstrate thought leadership in these areas.
- Contribute to education discussions, policy, and practice by providing research-based expert advice and recommendations.
- Manage client and stakeholder relationships.
- Lead opportunities to develop research networks.
- Lead, contribute to, or be involved in the development and delivery of high-quality assessment and learning resource development work.
- Actively leads research which contributes to achieving equitable outcomes for Māori and leads others to do the same.

Knowledge, skills and abilities

A kairangahau matua—senior researcher will have the following knowledge, skills and abilities:

- Ideally, a Master's degree or higher
- Typically, more than five years' experience as a kairangahau—researcher
- Methodological expertise in areas such as education research, evaluation, kaupapa Māori research, Pacific research methodologies, and statistical approaches
- A demonstrated track record of planning, designing, and delivering quality research
- Developing deep and current knowledge in a key area of education research
- Experience as a classroom teacher/school educator (desirable)
- Ability to build relationships with clients and stakeholders in the education sector
- A sound understanding of the context for education in Aotearoa NZ

- A sound knowledge of Te Tiriti o Waitangi, what it means, and how it applies to an education context
- Experience working with Māori, with Māori data, and in Māori contexts or Māori-centred projects
- Project management skills, including the ability to scope and budget projects
- Experience in project leadership, management, and leading others
- Ability to mentor and manage people
- Strong communication skills with the ability to communicate complex ideas succinctly
- Advanced problem-solving skills
- Advanced critical thinking and analytical skills
- Ability to lead and contribute to multiple teams and across projects.

Personal attributes

At NZCER we expect our staff to behave in ways that are consistent with our values and established ways of working.

In addition, all staff must be able to demonstrate the following:

- an ability in, and a desire to improve, te reo Māori proficiency
- commitment to the principles of Te Tiriti o Waitangi and upholding mana Māori in our work
- respect for others and valuing diversity
- an orientation towards continuous improvement to systems and processes
- personal desire for ongoing learning and development
- recognition of the value of team effort; sensitivity to the needs and opinions of other team members
- a willingness to work in accordance with NZCER's Code of Conduct
- personal and professional integrity.