



## Position description

### Kairangahau Māori

#### Te Rautaki a NZCER 2017–2021

Mā te mātauranga e taea ai e ia ākongā o Aotearoa te kite i ō rātou pūmanawa kia ea ai ō rātou wawata.

#### Tō mātou kaupapa

Ka whakaaweā te ao mātauranga e NZCER. Ko mātou ngā kaiarataki i te mahi rangahau, i te whanaketanga o ngā rākau āwhina me te tuku ratonga e kōkiri ana i ngā akoranga tōtika kia puta mai ai ngā hua tōtika i ngā mahi kaupapa here me ngā wāhi mahi.

I whakatūria te NZCER i te tau 1934. E tū motuhake ana a NZCER hei whare rangahau, hei whare whakawhanake i raro i tāna ake ture. Ko ngā mātāpono o te Tiriti o Waitangi te tūāpapa o ā mātou mahi, mā konā e hāpaitia ai te mana Māori i roto i ā mātou kaupapa mahi, i ngā hononga me ngā tikanga mahi.

Ka tōia mai ngā mātauranga o mua, ka kuhu atu hoki mātou ki ngā mahi mātauranga o nāianeī, hei tārai i te ao mātauranga o āpōpō. Kei raro i te Ture o NZCER 1972, kei te kawē, kei te tuku atu hoki mātou i ngā momo rangahau mō te ao mātauranga. E tū motuhake ana mātou ki te tāpae pārongo, ki te tuku whakaaro me ngā momo ratonga āwhina ki te iwi whānui.

#### NZCER Strategy 2017–2021

Education in Aotearoa New Zealand should enable every learner to discover their potential and realise their aspirations.

#### Our purpose

NZCER inspires education. We play a leading role in research, developing tools, and providing services that drive effective learning and positive change in policy and practice.

Established in 1934, NZCER is an independent research and development organisation, operating under its own legislation. We use the principles of the Treaty of Waitangi as the founding document of Aotearoa to help us uphold mana Māori in our work, relationships, and ways of working.

We draw on a rich heritage of, and play an active part in, shaping the future of education. The NZCER Act 1972 provides us with a mandate to carry out and disseminate education research, and provide independent information, advice, and assistance.

### **Ō mātou uara**

Mā ēnei uara, ā mātou mahitahi ki ētahi atu, ō mātou whanonga me ō mātou whakataunga e arataki.

### **Te tū motuhake**

Nā ngā taunakitanga tōtika e hāngai ana, e whai mana ana ā mātou kōrero.

### **Te mahi ngātahi**

Ka mahi ngātahi mātou ki ngā rōpū whai pūkenga kē, kia tino whai hua ngā mahi.

### **Te auahatanga**

Mā ā mātou rangahau, ā mātou rākau āwhina me ā mātou ratonga te ao mātauranga o āpōpō e tārai.

### **Te ngākau pono**

Nā ō mātou pūkenga me ō mātou mātāpono tōtika e tutuki ai ā mātou kaupapa i te wā tika, i roto hoki i te ngākau pono.

### **Our values**

Our values guide how we work with others, our behaviours, and decision making.

### **Independence**

We use robust evidence to speak with confidence and authority.

### **Collaboration**

We work with complementary expertise to achieve greater impact.

### **Innovation**

Our research, tools, and services help shape the future of learning and education.

### **Integrity**

We use our expertise and strong ethical principles to deliver work that is timely and trusted.

## **Purpose of job**

The Kairangahau Māori is a member of Te Wāhanga. We adhere to kaupapa Māori research principles, and are guided by tikanga. We carry out a wide range of education research, evaluation, assessment and resource development projects. Our priorities are guided by the NZCER Strategic Plan and underpinned by our values. We uphold mana Māori in all that we do.

In this role, the Kairangahau Māori will undertake Māori research and evaluation projects. The person will carry out a range of independent and team-based tasks that utilise and develop their existing expertise. The Kairangahau Māori is expected to take leadership responsibility in specific areas, to collaborate with others in planning and designing kaupapa Māori research and evaluation projects, to be seeking opportunities to publish, and to be proactive in developing their research-related networks within their areas of expertise.

## **Key tasks and responsibilities**

### **KEY TASKS**

#### **1. Research and Evaluation**

- Be independently competent in all aspects of the day-to-day activities involved in research of a relatively simple and straightforward nature. This includes:
  - instrument development
  - data collection and analysis
  - searching, reviewing and synthesising literature
  - planning, monitoring, and keeping to project budgets and timelines
  - writing research and milestone reports for clients
  - working productively with others in flexible project teams.
- Contributing to other research-based activities within Te Wāhanga and across NZCER including:
  - developing new projects
  - writing ethics applications
  - writing research and project proposals
  - working with, and making presentations/recommendations to, academic conferences/client/stakeholder/sector groups
  - writing articles and/or commentaries on research findings.
- Contributing kaupapa Māori expertise to other research projects within the wider research group when the opportunity arises.
- Publishing research-based reports, as well as publishing articles in refereed professional journals, and summaries for research participants and popular audiences.
- Contributing to external conferences/seminars and making media presentations of research findings.

#### **2. Building and Maintaining Relationships**

- Demonstrating effective teamwork and relationships by working productively with others in flexible project teams, within Te Wāhanga, with the Research and Development Group and across NZCER.
- Contribute to successful participant, client and stakeholder relationships
- Able to communicate clearly about the work that the researcher is involved in.
  - working in a way that makes apparent one's relevant underpinning assumptions, such as theoretical positions, values, beliefs, culture, and ideas about knowledge.

### **3. Māori Education and Development**

- Contributing to research and evaluation with a focus on; Māori education and development, success for Māori learners, whānau and teachers in education, research, evaluation, curriculum and assessment support, and/or te reo Māori and life-long learning.
- Contributing to the development of professional resources with a focus on resource development for whānau, hapū, iwi, Māori and communities, and for early childhood, compulsory, and tertiary sectors.
- Contributing to the development of independent information and advice using research-informed expertise to make an authoritative contribution to current education debates, including policy and practice issues in the interests of Māori.

### **4. Project and budget management**

- Be independently able to manage project priorities.
- Working with others to manage and oversee time lines and competing priorities and oversee budgets as appropriate.
- Able to monitor the progress of projects; completing monthly and quarterly reports as required.

### **5. Health and Safety**

- Take reasonable care for your own health and safety.
- Take reasonable care that your acts or omissions do not adversely affect the health and safety of other persons.
- Comply, so far as reasonably able, with any reasonable instruction that is given by NZCER as the person conducting a business or undertaking (the PCBU) to allow NZCER to comply with the law.
- Cooperate with any reasonable policy or procedure of NZCER relating to health or safety at the workplace.

## **Experience, knowledge, and skills**

- Have a Masters degree (in Māori Education, Education, Social Science, Statistics or another relevant area), or be well on the way to achieving this.

- Have at least two years' experience in research or research-related work, and a reasonable knowledge of some different research methodologies. (Note: Interested applicants who may not currently have this level of expertise/experience, but who may have the potential to develop it very quickly (say, within 12-18 months) will be considered.)
- Critical thinking, statistical and analytic skills.
- Effective communication skills (both oral & written) in English and te reo Māori.
- Knowledge of Māori education and/or social sector research, kaupapa Māori research, and language revitalisation in Aotearoa New Zealand (an advantage).
- Teaching or other education sector experience; as well as credibility within the Māori medium school sector (an advantage).

## 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
- commitment to the principles of the Treaty of 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
- personal and professional integrity.

## Scope of Role

<b>Reports to:</b> General Manager Māori	<b>Direct Reports:</b> Nil
<b>Band Range:</b> F	<b>Dimension</b> Permanent / Full-time