

## **Position description**

### **Kairangahau Mātua Māori**

#### **Te Rautaki a NZCER 2021–2025**

Ko te kaupapa o te mātauranga, he whakatipu ākonga, he whakatinana i ngā pūmanawa, he hāpai hoki i te oranga nui o te hapori.

#### **Te kaupapa**

Ko te pūtake o tō mātou kaupapa, ko te ‘whakaterere tōmua’, arā, he kaiwhakaterere mātou e rapu ana i ngā ara hou. He whakaterere tōmua tā mātou mahi. Ko te pūtake o ā mātou mahi, he kimi i ngā ara e whiwhi ai ngā kaiako, ngā ākonga me ngā whānau ki ngā hua nui me ngā putanga whaihua o te ao mātauranga – mā te rangahau, mā ngā rauemi me ngā ratonga

He umanga motuhake mātou i raro i te ture, e mahi ana mō te painga o te iwi whānui i te ao mātauranga.

I whakatūria te NZCER i te tau 1934 nā te pūtea tautoko o te Carnegie Corporation. I te tau 1945, ka tū mātou hei umanga motuhake i raro i te Ture o te New Zealand Council for Educational Research Act 1972. Koia nei ā mātou mahi i raro i te Ture:

(a) he hāpai i ngā akoranga me te mahi rangahau e pā ana ki ngā take o te ao mātauranga, o ngā kaupapa whaipānga hoki, ā, me whakarite, me whakaputa hoki i ngā pūrongo e pā ana ki ēnei take i te wā e tika ana ki a

#### **NZCER Strategy 2021–2025**

Education is about nurturing ākonga, realising potential, and helping communities thrive.

#### **Purpose**

Our purpose centres on whakaterere tōmua / wayfinding. Whakaterere tōmua is our mahi. Our purpose—through research, resources, and services—is to find ways for kaiako, ākonga, and whānau to have the best possible education experiences and outcomes.

We are an independent statutory body that works for public good in education.

NZCER was established in 1934 with philanthropic funding from the Carnegie Corporation. In 1945, we became an independent statutory body, and we operate under the New Zealand Council for Educational Research Act 1972. The Act sets out our official functions:

(a) to foster the study of, and research into, educational and other like matters, and to prepare and publish such reports on these

mātou, hei painga kē rānei mā ngā kaiako me ētahi atu tāngata.

(b) he whāngai i ngā mōhiotanga, he tāpae kōrero, he āwhina hoki i ngā tāngata me ngā whakahaere e arotahi ana ki te ao mātauranga me ōna take.

### **Te Tiriti o Waitangi**

E kōkirihi ana ā mātou mahi e tō mātou kaha ki te whakaū i Te Tiriti o Waitangi. Ko Te Tiriti o Waitangi te tūāpapa o Aotearoa.

Hei tā Te Tiriti o Waitangi, me kite ngā putanga rite tahi mā te Māori, hei Māori, i roto i tō tātou ao mātauranga. He whare rangahau, he whare whakawhanake kaupapa mātou, e ū pūmau ana ki te whakatutukinga o Te Tiriti o Waitangi. Kei te whakanui mātou i te reo Māori me ōna tikanga, waihoki ko te tuakiri Māori, i roto i ā mātou mahi katoa.

### **Ngā whāinga tōmua**

Mā ā mātou whāinga tōmua, ka tutuki tō mātou kaupapa. E whā ngā whāinga tōmua me ngā mahi hei whakatutuki.

### **Te whakakorenga o te mahi tāmi i te ao mātauranga**

Ko tā tēnei whāinga tōmua, he whakawhanake i ngā ara mahi e whakakore atu ana i te mahi tāmi i te ao mātauranga.

### **E hāpai ana i te mana o te Māori, e whakamana ana i te Māori**

E taunaki ana tēnei whāinga tōmua i te mōtika o te Māori ki te ako, hei Māori anō.

matters as may in its opinion be necessary or of value to teachers or other persons

(b) to furnish information, advice, and assistance to persons and organisations concerned with education and other similar matters.

### **Te Tiriti o Waitangi**

Our work is driven by a strong commitment to Te Tiriti o Waitangi. Te Tiriti o Waitangi is the founding document of Aotearoa.

Te Tiriti o Waitangi requires our education system to achieve equitable outcomes for Māori as Māori. As a research and development organisation, we are committed to honouring Te Tiriti o Waitangi. We value the importance of Māori language, culture, and identity in all our practices.

### **Strategic priorities**

Our strategic priorities help us achieve our purpose. We have four strategic priorities and associated actions.

### **Decolonising education**

This strategic priority is about developing decolonising approaches in education.

### **Upholding mana Māori, whakamana Māori**

This strategic priority is about advocating for the right of Māori to learn as Māori.

**He whakapiki ake i te noho taurite o ngā ākonga me ngā tikanga taurite i te ao mātauranga**

Ko te kaupapa o tēnei whāinga tōmua, he kimi i ngā ara hei whakatinana i ngā pūkenga, i ngā tūmanako me ngā wawata o ia ākonga.

**Te tū hei pou whakaawe i te ao mātauranga o āpōpō**

Ko te ngako o tēnei whāinga tōmua, ko te tū hei kaikōkiri whakaaro e pā ana ki ngā kokenga whakamua o te ao mātauranga o āpōpō.

**Ngā uara**

E tāraia ana tō mātou waka e ō mātou uara me ngā āhuatanga e atawhaitia ana e mātou. He mea nui ki a mātou te tū motuhake; te pono; te auahatanga; te mahi ngātahi me te rangatiratanga. E atawhaitia ana ēnei āhuatanga e te:

**Whanaungatanga**

Ka atawhai mātou i ō mātou hononga me ngā pātuinga tau utuutu.

**Manaakitanga**

Ka whakamana mātou i te tangata, ka manaaki, ka atawhai hoki i a ia.

**Ako**

He mea nui te ako, ā, kei te ako haere hoki mātou.

**Improving equity for ākonga and equity in education**

This strategic priority is about finding ways to realise the strengths, hopes, and dreams of every ākonga.

**Influencing the future of education**

This strategic priority is about leading thinking to navigate our potential futures in education.

**Values**

Our values shape our culture and what we care about. We value motuhake—our independence; pono—strong ethics; auahatanga—creativity and innovation; mahi ngātahi—collaboration; and rangatiratanga—leadership. Paramount to these are:

**Whanaungatanga**

We value relationships and reciprocal partnerships

**Manaakitanga**

We respect others and treat them with generosity and care.

**Ako**

We value learning and are also on this journey.

The text above will be updated when NZCER's strategic document is updated.

## **Purpose of role**

The Kairangahau Matua Māori will lead, design, and deliver high-quality research and evaluation projects with a Māori focus. These projects aim to facilitate better educational experiences for Māori and contribute to transformational educational change that benefits Māori. This role involves leading large and/or complex projects and providing advice to national organisations. Kairangahau Matua Māori 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 Māori-focused research, evaluation, and other projects.
- Lead thinking about kaupapa Māori 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 with a focus on Māori 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 whanau, hapū, iwi, and Māori research networks.
- Lead, contribute to, or be involved in the development and delivery of high-quality assessment and learning resource development work.
- Provide advice internally and externally to support kaupapa Māori.

## **Knowledge, skills and abilities**

A kairangahau matua Māori will have the following knowledge, skills and abilities:

- Ideally, a Master's degree or higher
- Typically, more than five years' experience as a kairangahau
- 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
- Deep understanding and command of te reo and tikanga Māori

- 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.

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**Te tū hei pou whakaawe i te ao mātauranga o āpōpō**

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**Ako**

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**Ako**

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## **Purpose of role**

The Kairangahau Māori will contribute to high-quality research and evaluation projects and lead relatively straight-forward projects with a Māori focus. These projects aim to facilitate better educational experiences for Māori and contribute to transformational educational change that benefits Māori. Kairangahau Māori may also be involved in the development and delivery of research-informed assessment and other learning resources.

## **Key accountabilities**

- Contribute to proposals with a focus on Māori to win research funding and to further knowledge.
- Work in teams to undertake research and evaluation projects and lead small and straight-forward projects with a focus on Māori.
- Carry out project planning and implementation, instrument development, data collection and analysis, reviewing and synthesising literature, and writing of research reports.
- Disseminate research findings, including through presentations.
- Seek out opportunities to develop whānau, hapū, iwi, and Māori educational research networks.
- Contribute to the development and delivery of high-quality assessment and other learning resource development work.
- Provide advice internally to support kaupapa Māori.

## **Knowledge, skills and abilities**

A kairangahau Māori will have the following knowledge, skills and abilities:

- A Bachelor's degree or higher
- Typically, two to three years' experience as a kaiāwhina rangahau—research assistant
- Developing methodological expertise in areas such as education research, evaluation, kaupapa Māori research, Pacific research methodologies, and quantitative research methodologies
- Experience as a classroom teacher and/or school educator (desirable)
- An 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
- Deep understanding/ command of te reo and tikanga Māori
- Effective communication skills
- Problem-solving skills
- Critical thinking and analytical skills
- Ability to work in teams
- Ability to contribute to multiple teams and across projects.

## **Personal attributes**

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

- an ability in, and a desire to improve, te reo Māori proficiency
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#### Te kaupapa

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The text above will be updated when NZCER’s strategic document is updated.

## **Purpose of role**

The Kaiāwhina Rangahau Māori will provide support to and lead aspects of research and evaluation projects with a Māori focus. These projects aim to facilitate better educational experiences for Māori children and young people and contribute to transformational educational change that benefits Māori. Kaiāwhina Rangahau Māori may also provide support in the development and delivery of research-informed assessment and other learning resources.

## **Key accountabilities**

- Provide support to proposals with a focus on Māori to win research funding or to further knowledge.
- Work in teams to undertake research and evaluation projects with a focus on Māori and assist on a range of projects.
- Lead aspects of research, evaluation, and resource development projects with a focus on Māori.
- Provide administrative assistance for research, evaluation, and resource development projects with a Māori focus (including some with a statistical focus) to ensure they run smoothly.
- Assist with testing and trialling instruments, tools, and resources with a Māori focus.
- Assist with data collection and analysis, statistical analysis, transcribing interviews (both Māori and English), literature reviews, and the writing of reports.
- Develop experience and skills to increasingly contribute to research, evaluation and resource development at NZCER.
- Provide support in the development and delivery of high-quality assessment and other learning resources with a Māori focus.
- Build knowledge in kaupapa Māori research and apply learning to research projects.

## **Knowledge, skills and abilities**

A kaiāwhina rangahau Māori will have the following knowledge, skills and abilities:

- A Bachelor's degree or higher
- Some knowledge of and/or experience with kaupapa Māori and/or other relevant research methods
- Knowledge of and experience in the Aotearoa NZ education context
- A 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
- Effective communication skills
- Problem-solving skills
- Critical thinking and analytical skills
- Ability to work in teams
- Ability to work in multiple teams and across projects
- A willingness to learn the data analysis tools and working in an online environment.
- Fluency in te reo and an understanding of tikanga Māori.

## **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.