

ROLE DESCRIPTION

MAORI RESEARCH AND BUSINESS DEVELOPMENT GM

Title:	Group Manager Māori/General Manager Māori
Group:	Commercial
Reporting To:	Chief Executive Officer
Direct Reports:	Māori staff, Māori contractors, Administrative Support
Date Prepared/Revised:	July 2019

CAWTHRON PURPOSE

Cawthron provides practical and independent aquatic and environmental research expertise, scientific technologies and analytical services to help build environmentally and economically resilient communities.

Cawthron acknowledges its unique position to assist the kaitiakitanga and development aspirations of Māori and in doing so embraces the principles of collaboration and equitable partnerships.

Our vision is to be an internationally acclaimed research organisation, delivering independent, world-class science that helps build a better future for New Zealand.

ROLE CONTEXT AND PURPOSE

The Cawthron Institute is entering an exciting phase of growth in research and service provision with Māori in the environmental and bioeconomy sectors. Cawthron now requires a highly effective, self-motivated and innovative GM Māori to consolidate internal connections and capabilities, and build external partnerships that support this continued growth in these sectors.

Through deep strategic engagement with Māori environmental and bioeconomic interests – including hapū, iwi, Māori enterprises and their networks, the GM Māori will lead the co-development of strategies to develop value creation opportunities, partnerships and mechanisms. Thus, ensuring Cawthron Institute delivers its full research and commercialisation value to Māori and Cawthron where appropriate. Key to this will be successfully engaging Māori environmental and bioeconomic interests in diverse and dynamic partnerships with Cawthron's core science and commercialisation leaders, industry and international co-investors, and research funders including the Crown.

The GM Māori will be instrumental in reviewing and implementing the Māori Business Strategy to enhance the Institute's operating effectiveness within a cultural context, its reputation with Māori and with funding agencies as a competent and effective collaborator and provider of science-based solutions for realising Māori aspirations and potential.

KEY ACCOUNTABILITIES

Key Result Areas	Key Accountabilities
Implementation, reporting and review of the Māori Business Strategy	<ul style="list-style-type: none"> • Lead the implementation of Māori Business Strategy • Establish and monitor key performance indicators to evaluate the effectiveness of Cawthron's Māori Business Strategy and a strategy to address any gaps. • Undertake a review of the Māori Business Strategy on a biannual basis. • Ensure Cawthron's Māori Business Strategy is responsive to hapū, Iwi and Māori aspirations, values and expectations.
Strategic Engagement	<ul style="list-style-type: none"> • Lead Cawthron's strategic proactive engagement with our Māori environment and bioeconomy partners and stakeholders to co-develop high impact research and commercialisation strategies and partnerships that build whanaungatanga as a foundation to mutually beneficial partnerships. • Connect across multiple levels and groups within Cawthron (Cawthron Trust, Cawthron Kaumātua, Board, Management and Principle Research Investigators). • Leverage the capability of other research providers such as CRI's, National Science Challenges, Centres of Research Excellence, Universities, Whare Wānanga, and NGOs for the best possible research and commercialisation outcomes. • Leverage and foster links with other indigenous peoples that help fulfil international agreements and strengthen the delivery of Cawthron's strategic interests. • Engage key Māori organisations (Iwi, hapū, business and community groups) • Enhance Cawthron's Māori capability profile internally within the organisation, and externally in Te Tau Ihu, nationally, and globally.
Building Cawthron Cultural Capability	<ul style="list-style-type: none"> • Facilitate effective engagement between the Chief Executive and key Māori and Iwi leaders, networks, forums and conversations. • Provide the Executive with expert advice on expanding business opportunities with Māori and minimising risk through ongoing analysis of current market, economic, technological, political and environmental trends related to Iwi and Māori. • Provide organisational leadership and strategic guidance for mātauranga Māori and kaupapa Māori for Cawthron staff. • Provide leadership in; <ul style="list-style-type: none"> a) the provision of pastoral care to Māori researchers within the Māori Business Development Group; b) ensuring close connection and two-way communication with all areas of core Cawthron business activity; and c) anchoring a cohesive and consistent Māori group within the Cawthron organisational structure.
Health & Safety	<ul style="list-style-type: none"> • Adhere to Cawthron Health & Safety Policy and Procedures

PERSON SPECIFICATION

- Fluent speaker of te reo Māori, well-versed in relevant tikanga Māori and mātauranga Māori.
- Actively involved in Te Ao Māori bringing strong networks with a range of hapū, Iwi and Māori organisations with interests in environmental and the primary sector and respected as a leader amongst those networks.
- Successful experience in a senior leadership role including:
 - Strategic stakeholder engagement;
 - Co-development and execution of strategy;
 - Ability to inspire, align and develop people;
 - Negotiation and commercial skills.
- Successful experience leading strategic Māori development in diverse settings like hapū and/or Iwi and their related entities, Māori industry sectors or within the science system or similar.
- Knowledge of Māori primary sector research and development requirements and the wider primary sector in New Zealand and related funding mechanisms.
- Knowledge of the evolving Crown-Māori relationship as relates to post-treaty settlement environment, the science system, i.e. Vision Mātauranga science policy, and regional development.
- A strong team builder and team player.
- A relevant tertiary qualification (Minimum of a Master's degree in business and/or science).
- A minimum of five years previous work experience with Māori business development preferably around research and/or implementing Vision Mātauranga within an environmental/business/innovation research context.
- Project skills – able to facilitate an outcome requiring the input of others.
- Proven strong planning and organising ability.
- Strong and effective interpersonal skills.
- Clear alignment to Cawthron values – Innovation, Collaboration, Impact, Integrity, and Community.

WORKING RELATIONSHIPS

Reporting directly to CE

Internal	External
<ul style="list-style-type: none"> • Management Team • Māori Business development Team • Chief Executive • Board of Directors • Trust Board Secretary • Kaumātua 	<ul style="list-style-type: none"> • Māori collaborators/partners • Relevant Māori business • Hapū/Iwi groups • Māori news media