

POSITION DESCRIPTION

Associate Dean Māori

0.5 FTE

Reports to:	Pro Vice-Chancellor (in consultation with the Deputy Vice-Chancellor Māori)
Division:	Education
Tenure:	3 years
Location:	Hamilton or Tauranga
Date:	July 2026

Vision

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive studenty experience in an environment characterised by a commitment to diversity, respect for Indigenous knowledge, and high levels of community engagement.

Values

Ko te mana o Te Whare Wānanga o Waikato ka herea ki tō tātou:

- Tū ngātahi me te Māori
- Mahi pono
- Whakanui i ngā huarahi hou
- Whakarewa i te hiringa i te mahara

The University of Waikato places a high value on:

- Partnership with Māori
- Acting with integrity
- Celebrating diversity
- Promoting creativity

1. GENERAL

The University of Waikato is a research-intensive university providing a globally connected, innovative and inclusive student experience in an environment characterised by a commitment to diversity, respect for indigenous knowledge, and high levels of community engagement.

Four objectives of Te Rautaki Māori serve to achieve the university's vision:

1. Provide a distinctive contribution to the University of Waikato experience for staff and students, drawing on the heritage of our region and our relationships with the Kīngitanga, Waikato-Tainui, iwi of Tauranga Moana and other iwi.
2. Strengthen the capacity, and make visible the profile of, Māori staff with a focus on building leadership, and academic and research excellence.
3. Make significant contributions to the educational success of Māori.
4. Re-establish and strengthen Te Rōpū Manukura and relationships with iwi and Māori communities.

2. POSITION PURPOSE

- To provide leadership of relevant Divisional initiatives that contribute to Kia Haere Whakamua (University Strategy) and other initiatives such as Te Rautaki Māori (Māori Advancement Plan) and Te Reo Māori Strategy.
- Provide strategic leadership to support the Division's implementation of Te Tiriti o Waitangi obligations and commitments
- Support the integration of mātauranga Māori, te reo Māori and kaupapa Māori perspectives across teaching, research and service activities
- Provide advice and guidance on the inclusion of mātauranga Māori, te ao Māori and culturally responsive pedagogies within curricula and programmes
- Support programme review and development processes to align with University Māori advancement goals.
- To provide mentorship and guidance to other Māori academics.
- To strengthen the cultural competence of staff within the Division (e.g. Identify number of staff across the Division who have completed Kanohi ki te Kanohi training, identify number of staff across Division who have completed Te Aurei, identify number of staff who have completed other papers (te reo/tikanga Māori), and develop a plan to staircase staff across the Division).
- To provide Divisional leadership that supports and promotes university-wide initiatives and efforts to lift Māori student success (including oversight of Māori student support staff within the Division).
- Provide oversight of Māori student support staff within the Division.
- To contribute leadership through service on Divisional and University committees and panels as appropriate.
- Provide expert advice to the Pro Vice-Chancellor.

3. ACCOUNTABILITY

The Associate Dean Māori are responsible to the Pro Vice-Chancellor in consultation with the Deputy Vice-Chancellor Māori.

4. FUNCTIONAL RELATIONSHIPS

- | | |
|-----------------|---|
| Internal | <ul style="list-style-type: none">• Pro-Vice Chancellor• Deputy Vice-Chancellor Māori• Head of School• Associate Deans in the Division (and with similar roles in other Divisions)• Research Institute Directors• Members of the Divisional Leadership Team• Māori Student Coordinators• Programme Conveners• Dean of Te Pua Wānanga ki te Ao Faculty of Māori and Indigenous Studies• Te Pūoho Hubs (Paihere and Whītiki)• Assistant Vice-Chancellor Pacific• Other academic and general staff in the Division and University |
| External | <ul style="list-style-type: none">• Te Rōpū Manukura• Tauranga Moana and Waikato-Tainui iwi• Kīngitanga• Relevant Māori partners/stakeholders - hāpori, whānau, hapū and iwi |

5. KEY TASKS

University

- Attend and support University initiatives that contribute to Kia Haere Whakamua and Rautaki Māori
- Foster Divisional engagement in and contribute Divisional perspectives in University-wide initiatives
- Contribute to and support strategic initiatives across the University
- Lead Divisional review of Māori success and development proposals
- Work collaboratively with other Associate Deans Māori to build collaborative pan-university linkages

Divisional

- Develop, and facilitate the implementation of, the Divisional Māori Advancement Plan

- Foster strong cultural engagement and capability development through the development and implementation of Divisional strategic plans aligned with the University Strategy and Rautaki Māori
- Develop and maintain meaningful partnerships with iwi, hapū, whānau, Māori organisations and community stakeholders relevant to the Division
- Act as a conduit between the Division of Education and Māori communities
- Chair Divisional Māori Advancement Committee
- Contribute to, or where appropriate Chair, Māori staff appointment panels
- Contribute to strategies that support the recruitment, retention, progression and promotion of Māori staff.
- Represent the Division on the Māori Academic Board
- Enhance the profile of Māori in the Division, internally, nationally and internationally

Mentorship

- Support early- and mid-career Māori staff in the Division
- Support Māori to engage and partner with groups in ways that are meaningful to Māori
- Provide Māori leadership in the Division in conjunction with other Māori colleagues
- Provide strategic direction to building Māori capability and opportunities across the Division
- Ensure all Māori staff have profiles in IRIS

6. PERFORMANCE STANDARDS

The Associate Dean Māori will be performing satisfactorily when:

- The Division is effectively achieving its Māori Advancement aims. The Divisional plan is well aligned with the University Strategy and Rautaki Māori, is well run and supporting Divisional aspirations.
- Māori students are achieving success through pass-rates, degree progression and the attainment of awards, grants or scholarships.
- Divisional early- and mid-career Māori academics are well supported and able to establish their own career pathways.
- The University's and Division's graduate and undergraduate teaching programmes are informed by our growing Māori success profile.
- Participating effectively in Māori Academic Board, contributing to university wide Māori-focused initiatives and providing strong two-way communication between the Division and the University.

PERSON SPECIFICATION

EDUCATIONAL QUALIFICATIONS

Essential

- PhD or an equivalent academic qualification
- Eligibility to hold a senior appointment at Senior Lecturer or above

TRAINING, SKILLS AND KNOWLEDGE

Essential

- A sound knowledge of te ao Māori
- Demonstrated proficiency with te reo Māori and strong knowledge of tikanga Māori
- Broad understanding of the University environment and education sector
- Knowledge of and experience in the education sector in Aotearoa
- A strong record of performance equivalent to that expected of a senior academic position
- Evidence of working collaboratively as Māori in academic environments
- Demonstrated commitment to diversity, an understanding of the diverse nature of the University community, and a willingness to work with staff, graduate students, collaborators and stakeholders from a wide variety of backgrounds and perspectives

Preferred

- A recognised teaching qualification
- Current teacher certification
- Knowledge and confidence to lead Pōwhiri to welcome new student cohorts on campus
- Ability to mentor staff, establish and communicate clear standards and expectations, give and respond to feedback, build trust and model good team behaviour
- Ability to secure commitment to vision, initiate and manage change, earn credibility, inspire colleagues, and model integrity and fairness
- Experience in strategic planning and implementation of strategic plans

PERSONAL QUALITIES

Engagement

- Is a good listener who creates an open and trusting environment where others are confident to raise and discuss issues, problems or ideas.
- Supports and encourages behaviour which recognises and is consistent with the University's Tiriti o Waitangi obligations.
- Deals with conflict or disagreements, working with all parties to achieve a positive outcome.

Coaching & Developing

- Displays enthusiasm and commitment for developing others, and to creating a positive and motivating environment for learning and development.

- Ensures mutually agreed objectives are set that are challenging and linked to Division objectives.
- Coaches and mentors others.

Relationship Building

- Builds and maintains productive relationships and networks within and external to the Division and University.
- Builds and sustains positive and productive working relationships.
- Consults widely to obtain several perspectives and engages Division members in decision-making processes.
- Deals effectively with public debate or dispute.
- Demonstrates an acceptance of and sensitivity towards people from diverse backgrounds and cultures.

Strategic Thinking

- Develops, communicates and achieves a consensus on a clear, inspiring and relevant vision and/or direction for the Division linked to the overall University strategy.
- Works with others to help them understand the current vision and values and how they relate to their own roles.
- Aligns operational processes to support the strategic direction of the University.