

**The University of Waikato  
Te Whare Wānanga o Waikato**

**POSITION DESCRIPTION**

**Senior Lecturer in Māori Health  
Division of Health**

**Vision**

We will

- deliver a world-class education and research portfolio
- provide a full and dynamic university experience which is distinctive in character
- pursue strong international linkages to advance knowledge

The over-arching themes of this *Vision* are:

- Excellence
- Distinctiveness
- International Connectedness

**Values**

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

- Tu 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 Division of Health undertakes research and teaching to achieve better, fairer health outcomes in Aotearoa. Currently, it offers teaching and research in the areas of Biomedical Science, Health Promotion, Healthy Active Living, Human Performance Science, Nursing, and Sport Development and Coaching. In 2025, new graduate-entry programmes in Midwifery and Pharmacy will be offered for the first time. Future plans include establishing graduate-entry programmes in Medicine, Occupational Therapy and Physiotherapy. The Division of Health is committed to addressing health inequities and preventable diseases, with a particular focus on improving Māori and Pacific health outcomes.

## **2. POSITION PURPOSE**

To contribute to the teaching, postgraduate supervision and administration requirements of Te Huataki Waiora School of Health in accordance with University workload norms, to develop original scholarship and research, and to undertake professional/community/iwi service activities relevant to the profession or discipline.

In particular, it is expected that the successful candidate will be willing to serve as a fractional appointment as Associate Dean Māori. In this role, the successful candidate will provide leadership and oversight of Te Rautaki Māori, the Māori Advancement Plan within the Division, and to provide expert advice to the Pro Vice-Chancellor. The Associate Dean (Māori) is further expected to be an effective and supportive member of the Division's Leadership Team, working in close cooperation with the Pro Vice-Chancellor, Heads of Schools, the other Associate Deans, and the Division Director and Managers.

Many of the tasks in the Lecturer to Senior Lecturer range are common to each level, but as staff members advance in their careers, they are expected to perform the tasks at a higher level. This may be evidenced by an increase in the quality of teaching performance; a greater contribution to the advancement of the discipline through achievements in research and scholarship and/or artistic or professional practice; increased leadership; and a greater contribution to university administration, academic matters more generally and/or external engagement.

## **3. ACCOUNTABILITY**

The Senior Lecturer in Māori Health is responsible to the Vice-Chancellor through the Head of School who in turn is responsible to the Vice-Chancellor through the Pro Vice-Chancellor, Division of Health. On a day-to-day basis, the Senior Lecturer in Māori Health is responsible to the Head of School.

## **4. FUNCTIONAL RELATIONSHIPS:**

Pro Vice-Chancellor  
Head of School  
Division Managers  
Academic staff members  
Technical staff members  
Other Heads/Directors of Programmes  
Deputy Deans  
The Vice-Chancellor and Deputy Vice-Chancellors  
Staff of central support divisions  
Directors of Research Institutes and Centres  
Heads/Deans of Schools in other Divisions  
Other academic and general staff in the Division and University

## **5. KEY TASKS**

Having regard to the aims, objectives and strategic goals of the School, the Division and the University, the primary objectives required of the Senior Lecturer include the following:

### 5.1 Service and Administration

- Participate in professional and/or community/iwi and/or outreach activities relevant to the School/Division.
- Carry out broad administrative functions including active and constructive participation at Programme or School/Division meetings and undertake administration, planning and/or committee work where appropriate.
- In their capacity as Associate Dean Māori, work with the leadership team to devise and deliver Te Rautaki Māori, the Māori Advancement Plan.
- Provide support and advice to the Māori Student Coordinators.
- Lead efforts to create seamless integration of bicultural perspectives within the Schools and Division.

- Work with relevant Head of Schools, Programme Conveners and Directors to ensure the needs of Māori students in the Division are being met.

### 5.2 Research and Scholarship

- Maintain an active research programme and conduct high-quality research and contribute to knowledge development through scholarship and publication. This will include involvement in research projects and attendance and presentation at academic conferences, and may include leadership of a research team.
- Build and maintain national and international research collaborations which enhance the profile and reputation of the University.
- Where appropriate, seek external research funding for specific projects and submit grant applications.
- Where appropriate, engage in knowledge transfer and commercialization activities.

### 5.3 Teaching

- Prepare and deliver research-informed lectures and/or seminars and, as appropriate, conduct and/or co-ordinate tutorials, practical classes, demonstrations, or workshops.
- Contribute to or be responsible for paper co-ordination and delivery. This includes: administration; initiating and developing material; appraisal, review and evaluation of programmes and papers; development of the curriculum; developing and delivering on-line papers, where appropriate; and updating teaching resources and materials.
- Carry out marking and assessment activities including the setting of examinations.
- Be readily available to advise and meet with students including maintaining regular office hours.

### 5.4 Supervision

- Supervise honours, graduate and postgraduate students, including as Chief Supervisor for PhD students
- Supervise student work-integrated learning experiences, as required.

### 5.5 General

- Participate in the maintenance of a safe and healthy work environment for self and others including students. Comply with and undertake responsibilities set out in the University's Health and Safety Policy.
- Any other duties as required that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

**NOTE:** Staff will have an annual objectives, development and reflection (ODR) meeting with their manager. New staff normally attend such a meeting approximately three months after taking up their appointment.

## **6. PERFORMANCE STANDARDS**

The Senior Lecturer will be performing satisfactorily when:

- Teaching and associated duties are fulfilled to a high level as defined by School/Division norms and expectations including paper appraisal and teaching evaluation.
- Student learning, at all levels, is appropriately facilitated in accordance with the School/Division, Division and University goals and objectives.
- Personal and/or team research and scholarship activities yield demonstrable outcomes normally evidenced by both continued publications in books and refereed journals and presentation or publication of conference papers; and other non-print media outcomes, where appropriate.
- Research outputs enhance the School's PBRF profile.
- Regular contributions are made to appropriate professional and/or community/iwi/Pacific groups and/or in a public service or University or national representation capacity.
- Regular contributions are made to the Programme/School/Division administration, as appropriate, relative to workload norms and expectations.
- Evidence of academic leadership and mentoring of more junior staff.

- Safe and healthy work practices are followed. University policies and procedures, relevant work standards and statutory obligations are complied with.
- A commitment to Te Tiriti o Waitangi is demonstrated.
- Te Ao Māori, mātauranga Māori, and te reo Māori are incorporated in teaching and research

# PERSON SPECIFICATION

## EDUCATIONAL QUALIFICATIONS

### Essential

- A PhD, or equivalent qualification, in a disciplinary area relevant to Health

## TRAINING, SKILLS AND KNOWLEDGE

### Essential

- A sound knowledge of Te Ao Māori
- Familiarity with te reo Māori and tikanga Māori
- Commitment to supporting and promoting Māori aspirations in health
- Existing relationships with Māori communities and capacity to strengthen relationships and collaborations
- Commitment to growing Māori postgraduate and undergraduate student excellence in health
- Possess a successful tertiary-level teaching experience, and track record.
- Proven record of research output and publications commensurable with level of appointment and career stage.
- Demonstrated success in undergraduate teaching including the ability to lecture to large numbers and conduct small group seminars and tutorials effectively.
- Ability to contribute to the graduate and postgraduate programme including the supervision of Honours, Masters and PhD students.
- Demonstrated commitment to using innovative teaching methods and materials e.g. online and distance delivery techniques, team teaching skills.
- Evidence of ability to conduct and publish research demonstrated by conference presentations and the quality of doctoral/masters research.
- Proven ability to communicate and work effectively with students and staff.
- An interest and willingness to contribute to departmental and University administration matters.
- Demonstrated ability to master existing and new theories, models and approaches in the relevant discipline.
- Ability to apply information and communication technologies to achieve desired outcomes and maintain and update those skills.
- Time management skills.

## PERSONAL QUALITIES

- Self-motivation and a pro-active approach including a demonstrated commitment to innovation.
- Demonstrated capacity to work effectively as a member of a team.
- Proven ability to maintain a professional approach while under pressure.
- Ability to relate effectively and sensitively to students and staff from a variety of backgrounds and cultures.
- A commitment to equal opportunity and to the University's partnership with Māori as intended by Te Tiriti o Waitangi.

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