

POSITION DESCRIPTION

Senior Research Fellow

Reports to:	Dean Te Pua Wananga ki te Ao
Division:	Te Pua Wānanga ki te Ao
Tenure:	1 year
Location:	Hamilton
Date:	September 2025

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

Te Pua Wānanga ki te Ao (TPW), the Faculty of Māori and Indigenous Studies is a research-intensive Faculty overseeing numerous major external research grants. It offers three exciting undergraduate majors in Māori and Indigenous Studies, Te Reo Māori, and Pacific and Indigenous Studies under the Bachelor of Arts or Bachelor of Social Science qualifications. It also offers full graduate and postgraduate Indigenous Studies programs, including Honours, Master of Arts and a Doctorate. The faculty is committed to working towards producing world-class research dissemination.

Research programs engage traditional concepts whilst responding to those contemporary issues

topical to the emerging discipline of Indigenous Studies. The faculty is underpinned by a research philosophy that is innovative, creative and adaptable. Importantly, all academic staff are research active, with many engaged with ideas at the forefront of Indigenous Studies, anti-racism, critical studies and Te Tiriti o Waitangi education. Academic staff are respected leaders in their fields at all levels holding iwi/ Māori, Pacific national and international profiles.

Staff are supported by external research grants from a range of sources, including Ngā Pae o Te Māramatanga, Health Research Council, Ministry of Business, Innovation and Employment (MBIE), National Science Challenge Funds, the Marsden Fund, and contracts with central and local government, non-government, and business agencies.

2. POSITION PURPOSE

The Senior Research Fellow (SRF) position will provide academic and research leadership within the Faculty, and across the University. The Senior Research Fellow will undertake research and related activities independently or as part of research collaborations within the Faculty, University, or with external partners. The SRF will also support research development within the Faculty with Early Career (EC), Mid-Career (MC) and senior researchers. External collaborations may involve community, regional, national, and/or international stakeholders.

3. ACCOUNTABILITY

The Senior Research Fellow is responsible to the Dean of the Faculty and will work closely with Te Ohu Rangahau, the Faculty Research Committee, and Te Kahui Manu Taiko (the faculty ethics committee).

4. KEY RELATIONSHIPS:

Internal: DVC Māori
Dean of FMIS
Associate Dean Research
Other Faculty members
Research and Enterprise Office

External: Research Funding Organisations
Stakeholders and end-users
Research subcontractors

5. KEY TASKS

Having regard to the aims, objectives and strategic goals of the University Strategy, Kia Haere Whakamua, Te Pua Wānanga ki te Ao Research Strategy and Te Pua Wānanga ki te Ao, strategic plan, the primary objectives of the Senior Research Fellow include:

- Advance the Faculty's research capacity by providing qualitative and quantitative research skills.
- Assist and conduct high quality research related to the faculty research goals and contribute to knowledge development through scholarship, publication and conference and public presentations when required.
- Collaborate with academic colleagues internal and external, and relevant stakeholders.
- Assist with, and lead, where applicable: research conceptualisation and design, literature reviews, funding applications, data collection, co-design, analysis, policy development, dissemination, mainstream and social media engagement, and report writing.

- Contribute to the research milieu of the faculty: whakawhanaungatanga (establishing and maintaining relationships) tika and pono (maintain research ethics) kaitiakitanga (guardianship) and manaakitanga (care and compassion for those involved in the research).
- Participate in the maintenance of a safe and healthy work environment for self and others. Comply with and undertake responsibilities set out in the University's Health and Safety Policy.
- Some contributions to teaching where applicable such as delivering training and guest lectures.
- Contribute to supervision of postgraduate students including local and international students.
- Contribute to Te Kāhui Manu Tāiko: Faculty of Māori and Indigenous Studies Human Research Ethics Committee.

Note: Staff 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 Research Fellow will be performing satisfactorily when:

- Research deliverables are being delivered as planned and is guided by an up-to-date knowledge of the field.
- Expertise in research skills is provided to the faculty as needed and disseminated to relevant communities.
- Contributions made to administration and other Faculty activities demonstrate initiative, engagement and collegiality.
- Conduct thorough research and produce high-quality academic content
- Successfully execute wānanga projects, ensuring all deliverables meet or exceed specified standards.
- Uphold academic integrity with zero instances of confidentiality breaches or plagiarism.
- Expertise in the research area is disseminated and available to University staff, students and stakeholders as arranged.
- Relevant collaborations, partnerships and relationships are developed.
- Safe and healthy work practices are followed. University policies, procedures, relevant work standards and statutory obligations are complied with.

PERSON SPECIFICATION

EDUCATIONAL QUALIFICATIONS

- A PhD in relevant field.

TRAINING, SKILLS AND KNOWLEDGE

- Demonstrated capacity for independent research, funding acquisition, and a record of publications in refereed journals.
- Research skills in alignment with the Kaupapa Māori Research, Indigenous knowledge and Critical Studies.
- Research skills within diverse ethnic and minoritised communities.
- Experience working with Māori communities and diverse communities.
- Broad and in-depth knowledge of the area of developing research plans and methods.
- Experience in the design, undertaking and analysis of qualitative and quantitative research.
- Experience or familiarity with diverse research techniques is desirable.
- In-depth knowledge of racism and systemic racism, gendered violence and oppressive systems and their societal impacts.
- Multi-lingual
- Demonstrated experience and knowledge of Te Tiriti o Waitangi.
- A proven ability to communicate and work effectively with internal and external stakeholders.
- A track record of positively engaging with diverse local and international research stakeholders.
- Engagement in Indigenous-led and informed research at both local and international levels.
- Ability to apply information and communication technologies to achieve desired outcomes and maintain and update those skills, including in relation to social media.

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.
- Multi-lingual an advantage
- Commitment to a culture of openness, flexibility and cooperation to achieve excellence in academic programmes, research and service.
- A commitment to equal opportunity and to the University's partnership with Māori as intended by the Te Tiriti o Waitangi.
- Demonstrated manaakitanga, whakawhanaungatanga, tika and pono.
- Demonstrated understanding of diverse cultural worldviews and practices.