Ruia ruia tahia tahia.

Rau rangatira mā e mihi atu ana ki a koutou i tēnei ao kārangirangi o tātou. Me aro tātou ki te hā o te ao kōhatu, ka tangi atu ki a rātou mā e kore e wareware i a tātou i muri nei. Nō reira e tuku atu ko te aroha ki a koutou e rapu tūranga nei me te mōhio he rite koutou ki te manu e taea ai te rere ki runga rākau teitei, tēnā koutou, kia manawanui.
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HE WHAKARĀPOPOTO MATUA
EXECUTIVE SUMMARY

- Ground-breaking organisation designed to help shape health outcomes for Māori.
- Seeking a transformative and courageous individual to lead nation-wide health sector reform.
- Greenfields opportunity for a strategic leader who will bring mana and lasting integrity-based relationships built across iwi and hapū.

Visionary and strategic leader is sought to lead business transformation at a national scale. Experienced and strategic leader to help establish the Māori Health Authority (MHA) and facilitate the new whole of health system reform.

Health And Disability Review

In 2018 the New Zealand Government commissioned the Health and Disability System Review/ Hauora Manaaki Ki Aotearoa Whānui to identify how to strengthen the health and disability system to ensure every New Zealander can access the right care at the right time. The final report was passed to the government in March 2020 and, in summary, confirmed the following:

- The needs of Māori have not been served well, and Māori continue to have persistently poorer health outcomes.
- Pasifika and a number of priority populations have also been underserved.
- Consumer preferences of where and how services should be delivered have consistently not been met.
- The system is very fragmented, overly complicated and facing significant financial pressures that are impacting its sustainability.

In April 2021, the government confirmed its decision to embark on a once in a generational health and disability system reform, and this includes the creation of two new organisations, Health NewZealand and the Māori Health Authority.
Māori Health Authority

In 2021 the government confirmed the health and disability system reform with the creation of two new organisations, Māori Health Authority (MHA) and Health New Zealand (Health NZ). From 1 November 2021 through to 30 June 2022 the Māori Health Authority will be a Departmental Agency hosted by the Ministry of Health, supported by an interim Board established under section 11 of the NZ Public Health and Disability Act.

From 1 July 2022, it will become a statutory entity governed by a Board, taking on a full suite of functions alongside the Ministry of Health and Health NZ. The Chief Executive role will be tasked first to lead the establishment phase and prepare the MHA to take on the full powers and responsibilities that it will acquire from 1 July 2022. This will require working closely with the Minister of Health, interim MHA Board, Director General of Health and the Chief Executive of Health NZ through this transition period.

The Chief Executive will be accountable to the Minister, who will direct them to work to the committee during the establishment phase. The Chief Executive will work closely with the Director-General of Health and the Chief Executive of HNZ during this period.

Image Source: Our health and disability system - Building a stronger health and disability system that delivers for all New Zealanders
The MHA will have a broad strategic remit - providing leadership for Hauora Māori in the new system and working with the Ministry, Health NZ and other key stakeholders to pursue Pae Ora and ensure a fundamental shift in the way the future system addresses inequities, champions culturally-aligned strategies to support the health system reform ambitions and delivers excellent health outcomes for Māori.

**TUMU WHAKARAE | CHIEF EXECUTIVE**

**MĀORI HEALTH AUTHORITY**

The Chief Executive will lead the establishment of the MHA and prepare it to take on the full powers and responsibilities that it will acquire as a permanent entity from 1 July 2022. The Chief Executive will work with the Ministry, Health NZ and District Health Boards to undertake the following key activities:

- Develop the medium-term strategy and operating model.
- Confirm the establishment plan for the MHA.
- Establish key leadership roles, including national and regional leadership structures.
- Implement the organisational design and systems needed to deliver core role and functions.
- Develop the first version of key operational and accountability documents, including Statement of Intent, plans and internal budgets to be operational from 1 July 2022.
- Formalise key relationship, accountability and service arrangements with the Ministry and HNZ.
- Implement effective Te Tiriti-based and equity-oriented arrangements across the system that give effect to Māori aspirations for partnership, rangatiratanga and mana motuhake.
- Plan and commission services in line with funds allocated for the 2021/22 financial year.
- Migrate relevant functions from the Ministry into the MHA.
- Engage with HNZ in the co-development of core system and planning documents, including: the initial NZ Health Plan; the NZ Health Charter; HNZ’s Māori Health Improvement Plan; outcomes, performance, monitoring and reporting frameworks; commissioning and co-commissioning frameworks and arrangements.
- Support Iwi Māori Partnership Boards as required, with HNZ, to plan and prepare for the future system.
TE KAUPAPA O TE TŪRANGA

POSITION PURPOSE

Integral to the position, is your ability to provide exemplary leadership skills delivered in a way that unifies and focusses a group of team members within an environment of rapid and dramatic change who will experience significant political, media, stakeholder, and public interest. You will engage with Government Ministers and ably navigate high level relationships; building collaborative, authentic and sustainable relationships with people at all levels across public and private sectors, multiple government sectors, and the wider national and international health communities.

As a transformational and task-oriented leader, you will combine different leadership styles and tikanga to establish new ways of thinking (and doing) as you bring people on your journey. Responsible for the development of the first version of key operational and accountability documents, you will set about implementing effective pro-Te Tiriti and pro equity-oriented arrangements across the system that give effect to Māori aspirations for partnership, rangatiratanga and mana Motuhake that will deliver high quality Māori health outcomes.
NGĀ TINO HAEPAPATANGA
KEY ACCOUNTABILITIES

1. Establish the Māori Health Authority and facilitate the Health reform Agenda.
   The Chief Executive will build on the work of the Health Transition unit and the Māori Health Authority to establish the permanent entity and build momentum with the health system reform agenda.

2. Treaty Partnership Relationship
   The Chief Executive is responsible for establishing and maintaining partnerships with iwi authorities and Māori organisations, in order to provide opportunities to those organisations to improve health outcomes for Māori and their whānau and enable robust regular, and genuine exchange of information between the MHA and those organisations.

3. Establish Strategic Direction and a medium-term operating model
   The Chief Executive in conjunction with the interim Board of the Māori Health Authority will lead the entity to develop and deliver against a Statement of Intent and strategic plan through the monitoring of progress against goals, excellent leadership, management support, feedback, and communications. Implementation of an organisational strategic plan will steer the Māori Health Authority to achievement of its organisation goals. The Chief Executive will ensure the organisation collaborates with Health New Zealand in a co-leadership role to develop and agree Health New Zealand's strategic plan and Statement of Intent.

4. Embed kaupapa Māori and pro-equity frameworks and provide health system leadership
   The Chief Executive will be expected to provide system leadership around the promotion and adoption of kaupapa Māori, mātauranga Māori and pro-equity frameworks, models and practices that guide the Ministry of Health, Health New Zealand, health practitioners and health organisations to address disparities and improve Māori health outcomes.
5. **Culture and Leadership**

The Chief Executive will be charged with building a new organisational culture for the Māori Health Authority. This will require exemplary leadership skills delivered in a way that unifies and focuses a group of team members within an environment of rapid and dramatic change with significant political, media, stakeholder and public interest. The Chief Executive will be expected to demonstrate and promote the values common to Māori organisations, including (but not limited to) rangatiratanga, manaakitanga, whanaungatanga, tika, pono, and aroha. The Chief Executive will also be responsible for fostering and maintaining a constructive relationship with unions.

6. **People Management**

The Chief Executive will be responsible for the development and implementation of Human Resource Management strategies and processes that draw upon Te Ao Māori systems and practices to support excellent leadership and provide an environment where staff satisfaction, staff development and performance management drive achievement of the organisation's strategic and business goals.

7. **Innovation and Systems Improvement**

The Chief Executive will champion system improvement and innovation that strengthens Māori leadership, models and system performance for Māori. This includes fostering innovation and system-wide uptake of exemplary models, systems, digital technologies and service improvements that deliver better results for Māori.

8. **Financial and Operational Management**

The Chief Executive will be responsible for the monitoring and achievement of financial and operational targets.

9. **Compliance and Risk**

The Chief Executive must manage operational and compliance risks to the organisation, as well as risks that may have implications for the Board, Ministers and other key stakeholders.
NGĀ HONONGA WHAKARITE MAHI
FUNCTIONAL RELATIONSHIPS

10. Board Relationship

The Chief Executive’s formal relationship is direct to the Chairperson of the interim Māori Health Authority Board. The Chief Executive will engage individually and collectively with the Board and ensure open lines of honest and factual communication are maintained. This includes engagement with any subsidiary boards and committees.

11. Ministers and health sector agency relationships

The Chief Executive, in conjunction with the Chair of the Board, will be responsible for establishing and maintaining sound and effective relationships with Ministers and Chief Executives of the Ministry of Health, Health New Zealand and other health system agencies. This includes responsibility for building collaborative relationships with these entities in order to achieve an integrated whole-of-system approach to improving Māori health outcomes and equity. The Chief Executive is expected to establish and maintain positive relationships with external stakeholders, including Iwi Māori Partnership Boards.
NGĀ PŪKENGA O TE TŪRANGA
POSITION COMPETENCIES

The ability to lead a complex distributed health system demonstrating the following competencies:

PERSONAL INTEGRITY AND CHARACTER
Concerned with modelling the highest standards of personal, professional and institutional behaviour.

STRATEGIC LEADERSHIP
Concerned with forward thinking, seeking and accepting challenges and opportunities, and being instrumental in shaping and communicating a clear, inspiring and relevant direction for the agency.

BUILDING AND ENHANCING PERFORMANCE AND RELATIONSHIPS
Concerned with establishing and maintaining positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.

MANAGEMENT OF PEOPLE
Concerned with maximising the quality and contributions of staff to achieve the organisation's goals in the future.

INTELLECTUAL CAPABILITY
Concerned with valuing and applying intellectual processes, including the ability to quickly grasp and assess complex ideas to arrive at innovative, well-reasoned solutions that take immediate and longer-term consequences into account.

NAVIGATING THE POLITICAL AND CULTURAL CONTEXT
Concerned with strategic leverage and influence across system players, the ability to successfully navigate and effect change within the health system, both vertically and horizontally, and to establish comprehensive networks with Māori, Iwi and Māori organisations.
NGĀ TINO PAEARU TĪPAKO
KEY SELECTION CRITERIA

1. A track record of implementing visionary and strategic leadership within the Māori sector, supported by comprehensive Māori organisational connections and mana amongst iwi leaders and key stakeholder groups.

2. Past experience enabling and implementing sustainable, transformational change through dynamic, disruptive and creative leadership to lead transformation at scale.

3. Extensive experience of working successfully with key stakeholders such as iwi, hapū, primary/community, professional bodies, unions, media, cross agency partners.

4. The proven ability to create and implemented a values based kaupapa (tika, pono, aroha) from the ground up that others are empowered to follow.

5. A demonstrated level of competence of Te Reo me ōna tikanga, or a clear capacity to develop a level of competence, supported by a comprehensive understanding of Te Tiriti o Waitangi principles and frameworks in both a historical and contemporary context as they apply in healthcare and other settings.

6. A deep commitment to lead a system that ensures services and resources are designed and delivered to meet the reform aspirations of achieving equity for Māori by listening to individual, family and whānau voices and the promotion of self-determined and led wellbeing.

7. Highly skilled and experienced communicator, who sets the organisation vision, tone and culture, confidently fronts public facing media and community engagements, responding to ministerial and select committees responsibilities with tikanga and public sector professionalism.

8. Significant expertise in comprehensive change management leadership including entity establishment, project management and reporting, and embedding policies and systems for national organisations

9. A proven track record of managing and leveraging organisational information and system capability and investing wisely in future innovations and technologies.

10. Demonstrated understanding of the complexities of sound corporate management and governance with significant experience of reporting to a Board, Ministers and government.

11. Practised financial management skills, skilled in budgetary process and budgetary management, experience in the evaluation of the financial viability of services.
NGĀ TINO RARAUNGA
KEY DATA

STAFFING  To be discussed with consultant
ANNUAL BUDGET To be discussed with consultant
SERVICE LOCATION To be discussed with consultant

USEFUL LINKS

Position Description
https://drive.google.com/file/d/14r06vIDu2u6rmd8tcBlkfRfci02C...w0m/view?usp=sharing

Health & Disability Review Final Report: Pūrongo Whakamutunga

Our health and disability system, White Paper - Department of Prime Minister and Cabinet, NZ, 2021

New Zealand Legislation Public Service Act 2020

Public Service Act Fact Sheet

Frequently asked questions the New Health System

Health and Disability System Primary and Community Care
NGĀ TIKANGA WHAKAHAERE MAHI
EMPLOYMENT TERMS & CONDITIONS

REMUNERATION  To be discussed with consultant
CLASSIFICATION  To be discussed with consultant

PRE-EMPLOYMENT PROBITY CHECKS

Information on a person’s suitability for appointment is obtained for all appointments. Potential appointees will be asked whether there are any reasons why they should not be appointed such as information on a person’s criminal history and other associated probity checks will be sought from those candidates whose application has progressed to shortlisting for interview.
ME PĒHEA E TONO
HOW TO APPLY

The closing date for applications is **Sunday 10th October 2021**
The reference number to include in your application is - **M08.21.501**

For a confidential discussion, please contact:

Heather Walker
Managing Director - Mana Recruitment
Mobile: 021 02154321
Email: heather@manarecruitment.co.nz

**YOUR APPLICATION MUST INCLUDE**

1. A 1-page cover letter

2. A written response addressing the Key Selection Criteria (found on page XX); and

3. An up to date copy of your Curriculum Vitae

**REFEREES**

It is customary for referee reports to be requested after the interview and if you are the preferred candidate, your permission will be requested prior to contacting your referees. You will need to provide details of three (3) professional referees. You should carefully consider whom you select to approach to provide reference advice. Your current Manager or Chairperson must be included.

Mana Recruitment complies with the New Zealand Privacy Act 2020, all applications are treated by us in strict confidence, however, in submitting an application you are extending permission to share your application with the Selection Panel.

**PERSONAL INFORMATION**

Personal Information will be used to assess your suitability for appointment to this position. As part of the selection process, personal information will be dealt with in accordance with Mana Recruitment Ltd Privacy Policy.