



Te Whare Wānanga
o Awanuiārangi

Job Description

Position Title Lecturer – Bachelor of
Mātauranga Māori

**Team/
School:** School of Iwi Development

**Position
Holder**

Date July 2026

Reports to National Programme Co-
ordinator – Bachelor of
Mātauranga Māori

Location Whakatāne

**Agreed By
(Please Sign)** Position Holder

Manager/Team Leader

Date

HR Manager

Date



STATEMENT

The Wānanga:

- is firmly committed to the principle of equal opportunity for all and recognizes the need to give practical effect to such responsibilities both as an employer and as an educational provider.
- provides a supportive, safe and healthy environment which is conducive to quality teaching, research and community service.
- is committed to providing a workplace free from harassment.

PURPOSE OF POSITION

To assist the discipline of Mātauranga Māori and the delivery of the Bachelor of Mātauranga Māori in meeting its programme outcomes. This includes teaching, research and other general academic and administrative work.

The position is required to teach two regular scheduled weekly online classes, and to deliver seven scheduled block noho marae (Friday – Sunday). Three of the seven noho will be delivered at the Whakatane Campus site and four will be delivered online.

DIMENSIONS AND AUTHORITY

Staff: Nil

Financial: Nil

RELATIONSHIPS

Internal:

- School of Iwi Development Lecturers
- PA to HOS/Team Leader (Administration) and Academic Administrators
- Other School of Iwi Development staff
- Academic Registry Staff
- Corporate Registry Staff
- Other Staff

External:

- Iwi and hapū
- Community and business organisations

KEY RESULTS AREAS (KRA)

The role encompasses the following major functions or Key Result Areas:

1. Teaching
2. Research
3. Administration
4. Team and personal effectiveness
5. Effective Communication and client focus
6. General requirements of all Wānanga employees

Key Result Areas What am I meant to do?	How do I know I'm successful?
KRA 1: Teaching • Deliver to our students enrolled on our programme's education of the highest quality. • The outcomes of courses taught exceeds the performance requirements of NZQA/Te Whare Wānanga o Awanuiārangi Academic Board and other accreditation agencies • Provide tutorial support to students enrolled on agreed Wānanga programmes distant from the main campus as required. • Promote and teach the Bachelor of Mātauranga Māori programme of	• Students able to demonstrate a high level of knowledge and skills consistent with the course outlines. • Determined outcomes of the course/programme exceeded. Students follow a coherent learning programme evidenced by; • Lesson plans • Assessments • Students receive regular positive feedback on their progress evidenced by formal results and evaluations.

Awanuiārangi throughout New Zealand as required. - Recruit students to all and any Wānanga programmes as may be required from time to time. - Demonstrate a commitment to te reo Māori, āhuatanga Māori me ngā tikanga Māori. - Provide professional guidance to students on-campus, off-site locations, at noho marae and on field trips. - Remain current in the use of the technology in education, teaching and learning knowledge and current learning practices. Contribute to and practice the dissemination of such knowledge within the programmes	- Students have adequate access to tutorial support and assistance with on-line and distance learning - Assist the marketing director to promote the programme as evidenced by increased student enrolments. Assist with off campus marketing activities. - Incorporate te reo Māori, āhuatanga Māori and tikanga Māori into the papers taught. - Participate in such activities. Evidenced by desk diaries, workbooks and meeting minutes. Agreed outcomes achieved. - Courses will reflect the best research and exemplary practices. Adopt and utilise the eWānanga Online Learning system for delivery support of programmes. Professional and development outcomes. Positive student evaluations.
KRA 2: Research Engage in and complete approved research projects. This might mean your own small-scale projects or as part of a team on larger School or discipline projects receiving external funding. Research workload will be negotiated and recorded in your annual workload plan.	Participation in research projects, completion of milestone and final reports that exceed internal or external funding agencies expectations.
KRA 3: Administration - Participate in and contribute to the administrative processes in the Wānanga. - Undertake tasks and responsibilities to maintain the effective and efficient administration of the Institute and Schools whose programmes we deliver.	- Attendance at School, Programme, Academic Committee and Wānanga meetings, involvement in policymaking and implementation of policy. Evidenced by meeting minutes. - Maintain time frames for the efficient administrative management of the programme(s) as evidenced by written communications.
KRA 4: Team and Personal Effectiveness - Participates as a team member. - Provides relief to team members during leave or peak workload. - Documents critical functions within areas of responsibility. - Where appropriate carries out co-ordination duties effectively and efficiently.	- Evidence of positive participation in, and contribution to team meetings and team effectiveness. - Team are supported as required. - Feedback shows that effective communication is maintained with the team and other staff. - Timely completion of Programme Academic Committee (PAC) duties.

Continual updates own knowledge and skills relating to technology, administrative systems and other related to the position.	- Work processes are updated on an annual basis. - Professional development and training are undertaken as required.
KRA 5: Effective Communication and client focus. Develop effective relationships with stakeholders, clients and external agencies through provision of information and development of effective communication channels to influence quality thinking internally and externally, advocate across stakeholder organisations, work with agencies and other external organisations to contribute to the Quality Improvement way of working.	- Effective relationships are built and maintained with relevant stakeholders, clients and external agencies. - Effective communication with relevant stakeholders, clients and external agencies is always maintained. - The reputation of TWWoA is positively built and maintained. - A strong customer focus is maintained.
6: General Requirements of all Wānanga Employees - Possess a student-centric work ethic. Actively seek to provide the best possible service to our students; - Promote the Wānanga as a positive and dynamic learning environment; - Strive for high student retention and success. - Meet your obligations under the Health and Safety at Work Act 2015 by. - Being responsible for maintaining a safe and healthy workplace - Following health and safety rules, policies and procedures, - Reporting accidents, injuries and unsafe equipment, practices or conditions - Taking reasonable care to look after your own health and safety at work, your fitness for work, and the health and safety of others. - Under the Public Records Act 2005, everyone working within Te Whare Wānanga o Awanuiārangi is responsible for creating and maintaining full and accurate records of the activities of the organisation, carried out within established records management guidelines; - Create and maintain complete and accurate information and records within their domain in approved business information systems and applications in a timely manner as a routine part of their work practice; - Comply with information and records management policies, standards, guidelines, and procedures; - Be culturally aware and uphold EEO in all aspects of work and development; - Participate in the Wānanga appraisal process; - Improve and develop yourself through training and professional development opportunities; - Undertake any other key duties as agreed with your manager.	

The responsibilities and expectations outlined in this job description may after consultation vary from time to time according to the needs of the Team, and the clients of Wānanga. Instructions for any variances will be communicated by the Manager.

Person Specification

Technical/Professional Qualification	
Essential	Desirable
• A minimum of a Masters' Degree relevant to the field of Mātauranga Māori. • A teaching qualification. • A current, unrestricted private motor vehicle licence.	• A PhD or equivalent qualification. • An adult teaching qualification.
Experience - Essential	Desirable
• Tertiary teaching experience relevant to Mātauranga Māori up to level 7. • Experience in the delivery of the prescribed courses and programmes including Tikanga, Tū Marae, Tirohanga Rangahau, Te Ao Māori, Whakapapa, Maramataka, Hautūtanga, and able to deliver the programme in English and Māori. • Mātauranga Māori practitioner on a marae. • Networks with relevant marae, hapū, iwi, and relevant community groups. • Proven research experience including evidence of Mātauranga Māori relevant research practice.	• Knowledge and experience teaching in the Wānanga sector.
Skills and Attributes - Essential	Desirable
• Te Reo Māori skills at an advanced level and an advanced knowledge and application of Tikanga Māori in a Marae context. • Able to teach in Reo Rua or Reo Rumaki. • Demonstrated excellence in teaching, using a variety of skills and ranges of methodologies and techniques. • Knowledge of current and critical issues in the field of Mātauranga Māori affecting whanau, hapū and iwi. • Ability to work autonomously and to complement and contribute to the work and outcomes of Te Whare Wānanga o Awanuiārangi. • Understanding and commitment to Equal Educational Opportunities and an awareness and understanding of Te Tiriti o Waitangi.	• Te Reo Māori fluency.

Competencies	Looks Like
Values Alignment Aligning personal values with organisational values. Modelling commitment to organisational values. Identifying and committing to personal goals, aspirations, and values, and integrates these into practice.	• Examines and clarifies personal values and behaviours. • Communicates and models organisational values. • Uses organisational values in decision-making. • Manages own personal development and learning.
Interpersonal Skills Demonstrates an ability to use a variety of interpersonal techniques to effectively deal with a variety of people and situations.	• Uses good listening and questioning techniques. • Develops good rapport with people at all levels. • Accurately interprets others' behaviour and adapts own approach accordingly.
Tauira/Customer Service Proactively develops student/customer relationships by making efforts to listen to and understand the tauira/customer (both internal and external); anticipating and providing solutions to tauira/customer needs; giving high priority to tauira/customer satisfaction.	• Focuses on tauira/customer needs and meets or exceeds their requirements. • Clarifies tauira/customer needs. • Confirms satisfaction. • Listens and empathises. • Develops approaches that provide total solutions for tauira/customers.
Work Standards Setting high goals or standards of performance for self and organisation; being dissatisfied with average performance; self-imposing standards of excellence rather than having standards imposed by others.	• Sets high performance standards. • Emphasises high standards to others. • Shows pride when standards are met. • Shows dissatisfaction with substandard performance.
Attention to Detail Accomplishing tasks through concern for all areas involved, no matter how small; showing concern for all aspects of the job; accurately checking processes and tasks; maintaining watchfulness over a period of time.	• Clarifies details of tasks. • Completes all details. • Checks outputs for accuracy and completeness. • Follows established procedures. • Maintain checklist to cover details.
Technical/Professional Knowledge Having achieved a satisfactory level of technical and professional skill or knowledge in position-related areas; keeping abreast of current developments and trends in area of expertise.	• Understands technical terminology and developments. • Knows how to apply a technical skill or procedure. • Knows when to apply a technical skill or procedure. • Performs complex tasks in area of expertise.
Teamwork/Collaboration Building and participating in effective teams to accomplish organisational goals. Understanding the importance of collaboration and shared values in creating a high-performance environment. Understanding teams are to drive for better results and enhanced performance; teamwork is as important as teams.	• Contributes to team development, shares ideas and achievement of results. • Clarifies roles and responsibilities, and priorities. • Looks to help others. • Supports team decisions and shares accountability within the team. • Works co-operatively and exchanges information freely.

TE WHARE WĀNANGA O AWANUIĀRANGI - VISION, MISSION AND VALUES

VISION

Rukuhia te Mātauranga ki tōna hōhonutanga me tona whānuitanga. Whakakīia ngā kete a ngā uri o Awanuiārangi me te iwi Māori whānui ki ngā taonga tuku iho, ki te hōhonutanga me te whānuitanga o te mātauranga kia tū tangata ai rātou i ngā rā e tū mai nei.

Pursue knowledge to the greatest depths and its broadest horizons. To empower the descendants of Awanuiārangi and all Māori to claim and develop their cultural heritage and to broaden and enhance their knowledge base so as to be able to face with confidence and dignity the challenges of the future.

MISSION

Ū tonu mātou ki te whai ki te rapu i te hōhonutanga o te mātauranga kākanorua o Aotearoa, kia taea ai te kī, ko wai anō tātou, me te mōhio ko wai tātou, kia mōhio ai nō hea tātou, me pēhea hoki tātou e anga whakamua.

Parau ana tēnei ara whāinga, hei whakapūmau anō i te tino rangatiratanga, hei taketake ai te ihomatua Māori me ōna tikanga kia ōrite ai te matū ki ngā mātauranga kē.

Koia rā ka tū pākari ai, tū kotahi ai hoki me ngā iwi o te ao tūroa. Koia nei te ia o te moemoeā me ngā tūmanako o Te Whare Wānanga o Awanuiārangi.

Haere mai... Me haere tahi tāua.

We commit ourselves to explore and define the depths of knowledge in Aotearoa, to enable us to re-enrich ourselves, to know who we are, to know where we came from and to claim our place in the future.

We take this journey of discovery, of reclamation of sovereignty, establishing the equality of Māori intellectual tradition alongside the knowledge base of others.

Thus, we can stand proudly together with all people of the world. This is in part the dream and vision of Te Whare Wānanga o Awanuiārangi.

VALUES

Manaakitanga: To respect and care for students, our manuhiri, our communities and each other.

Whanaungatanga: To value all relationships and the kinship connections with our students, our communities and each other.

Kaitiakitanga: To ensure the ongoing sustainability of our organization and to protect and support the unique obligations we have to Ngāti Awa, Mataatua and wider whanau, hapu and marae.

Pūmautanga: To commit to excellence and continuous improvement in everything we do.

Tumu whakaara: To inspire and ethically lead through example and outstanding practice.

BACKGROUND

Te Whare Wānanga o Awanuiārangi is a vibrant and exciting tertiary education institution providing a dynamic learning environment where students can discover their own potential for educational success.

Our programmes are designed to ensure academic excellence – we are benchmarking our programmes against those of other institutions and lifting the bar on standards. As we lift our research capacity, ongoing programme re-development will be informed by best practice.

As a Wānanga, Te Whare Wānanga o Awanuiārangi is charged with delivering tertiary programmes grounded in Kaupapa Māori and Āhuatanga Māori. This means that Māori knowledge and practices are central components to the academic programmes, engagement in PLD projects, teaching delivery and student experiences.

Tikanga Māori and Te Reo Māori are central to the way in which we operate and are reflected across Te Whare Wānanga o Awanuiārangi in our programmes and practices. While some of our programmes have a high level of Māori language emphasis, others are designed to support new and emerging language learners.

Te Whare Wānanga o Awanuiārangi further provides programmes that are portable and transferable both nationally and internationally. Therefore, it is important that we explore and integrate the World view of both Māori and other indigenous peoples and engage in and critique the world views of others.

Transformative approaches to educational achievement are a cornerstone of our broad and unique programme offerings, as we focus on providing an education that will encourage and support community development and growth, enable educational portability for our students both within Te Whare Wānanga o Awanuiārangi and the wider tertiary sector.

Operations are based at three locations – Whakatāne, Tāmaki Makaurau (*Auckland*) and Wairoa, with a further site currently being determined in the North (Te Tai Tokerau). We also deliver on marae across the Te Ika a Maui (*North Island*).

School of Iwi Development

The School of Iwi Development's goal is to facilitate *te whakapakaritanga me te hiki i te mātauranga o te iwi Marae i roto o Aotearoa*.

Its role is to bring hapū members together to learn about themselves, and to provide a stairway to higher learning. As the school's students are predominantly second-chance learners, every effort is made to meet their needs and provide the necessary support. This may include helping prepare prospective students to meet entry requirements for a course of study.

Community Education and Te Pouhono programmes are run at marae. The Certificate in Kai Oranga and the Certificate in Wai Ora programmes are also run at marae venues, and at some at other off campus venues allowing students to benefit from the direct support of whānau, iwi and marae members.

The delivery of the Bachelor of Mātauranga Māori programme includes two regular scheduled weekly online classes, and seven scheduled block noho marae (Friday – Sunday). Three of the seven noho will be delivered at the Whakatane Campus site and four will be delivered online.