



Job Description – Pou Ārahi Māori Development Lead

Nau mai ki Ara Taiohi, the peak body of youth development in Aotearoa.

We are a guiding force for those who work with young people.

TŪRUAPŌ

He taiao whakapūmau whakawhanake taiohi,
e pūāwai mai ai a rangatahi

VISION

An empowered ecosystem of youth development,
where rangatahi thrive.

WHAKATAKANGA

Ka noho a Ara Taiohi hei kawau mārō i te mahi
whakawhanake taiohi, i te hunga taiohi hoki, hei waha
kōrero mō rātou e taunaki nei i te rangatahi ā ka
poipoia hoki ō rātou raukaha me ō rātou āheinga.

MISSION

Ara Taiohi exists to champion youth development and
young people, advocating for those who work with
rangatahi, and nurturing their capacity and capability.

OUR VALUES

Pursue Mana Taurite (Equity and Inclusivity)

We envision a world where every voice is heard, every culture is celebrated, and every young person has an equal chance to shine. Ara Taiohi is dedicated to fostering equity, ensuring that every young person receives the opportunity and support to thrive. We champion fairness and actively work to resolve systemic issues, creating an inclusive environment where rangatahi potential is recognised and nurtured.

Uphold Kaitiakitanga (Guardianship)

As guardians of youth development, we nurture the sector with best practices and innovative solutions. Guided by kaitiakitanga, we are stewards of the futures of both our youth and our sector, caring for their well-being and development with respect and responsibility. We pledge to protect, preserve, and enhance the resources and potential of our rangatahi, ensuring a legacy of empowerment and growth for generations to come.

Practise Manaakitanga (Care and Respect)

Our approach is grounded in aroha, care, and respect for all. Whether collaborating with youth workers or advocating for change, we lead with kindness and generosity. Manaakitanga is our commitment to nurturing and uplifting the mana of everyone we interact with. It is about fostering an environment of respect, generosity, and support, ensuring that every interaction acknowledges and empowers the inherent dignity and potential within each person.

Weave Kotahitanga (Unity)

Like the intertwined threads of woven harakeke, we bring people together, uniting our strengths to support the collective well-being of our rangatahi. Ara Taiohi champions unity and collective action, weaving together diverse voices and strengths to create a harmonious and supportive environment. Our commitment to collaboration and shared purpose ensures that together, we build a stronger, more inclusive community.

For more information about Ara Taiohi, please go to www.arataiohi.org.nz



Job Description – Pou Ārahi Māori Development Lead

Purpose: To contribute to the eco-system of the youth development sector, enabling the kaupapa, mission, purposes to guide our work that supports Taiohi in Aotearoa New Zealand.

Responsible to: Pou Arataki Executive Director

Hours per week: 40 hours

Salary range: \$80,000-\$90,000 commensurate with experience

Position Summary

The Pou Ārahi Māori Development Lead is responsible for contributing to the development, implementation and maintenance in connecting with kaupapa Māori within the youth development sector. This is a role for a person grounded in their whakapapa, te reo me ōna tikanga, a strong practitioner and leader with excellent ethics and strategic skills to form strong reciprocal relationships with Kaimahi Māori and Taiohi.

Key Relationships

Internal: Ara Taiohi CEO, Pou Arataki Exec Director, Advocacy and Communications Lead, Team Administrator, other contract staff and volunteers, Board and Rōpū

External: Members of Ara Taiohi, others in the youth sector, Government, funders and general public

Person specification

Essential criteria

- An understanding of the articles of Te Tiriti o Waitangi and how these outworks in a Tiriti-based organisation
- Proven ability to embed the principles of Mana Taiohi into practice and have these principles guide the workstreams
- The ability to build and maintain relationships with Iwi, Hapu and Kaupapa Māori organisations
- Proficient in Te Reo Māori me ona Tikanga
- Interest in and commitment to young people and the sector that works with them
- Tertiary qualification or equivalent Youth Work experience
- 2+ years' experience in leadership roles
- Excellent listening and interpersonal skills
- Ability to work strategically and relationally
- Ability to set and meet deadlines and prioritise tasks
- Ability to use initiative, work independently and collegially within a team environment
- Experience or understanding of working in not for profit or small-medium business world

Desirable criteria

- Media experience and skill
- Understanding of, and experience working with people and organisations across multiple sectors, cultures, and communities
- Ability to pass all background clearances
- Ability to work flexible hours, evenings/weekends as needed and required
- Pōneke based, but not essential.



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Essential Duties and Responsibilities

Ngā Kaihoe

- Provide cultural insights to support Te Tiriti o Waitangi responsibilities.
- Lead and support Ngā Kaihoe kaupapa, setting the strategic direction and programmes alongside the Kaihautū, Pou Arataki Exec Director, Kaiārahi, and Ngā Kaihoe kaimahi
- Lead and support the creation of a Community of Practice for Māori youth development practitioners and oversee its programmes and strategy
- Engage with Ngā Kaihoe network through hui and wānanga, and enable the input of indigenous youth worker voice into systems change

Tangata Whenua Forum Taiohi Mentoring

- Lead and support the partnership with the Hui-E Tangata Whenua Forum Mentoring project.
- Co-create a shared Mātauranga programme with Hui-E Kaimahi and Forum members in Mana Taiohi, strengths coaching and mentoring skills – mutual sharing of learning around Rangatahi development (Ako)
- Provide advice, strategies, and capability-building support to the Community Constellation and Tangata Whenua Forum to build their effectiveness in working alongside rangatahi in culturally safe ways
- Collaborate with Hui-E in the support structure for the Rangatahi participants (including arranging kaitiakitanga, strengths coaching, training and wānanga embedded in Mana Taiohi)
- Facilitate with in partnership with Hui-E the futures thinking constellation under the umbrella of Hui-E, and support rangatahi to facilitate wider youth engagement
- Liaise with Events Lead to utilise Youth Week and INVOLVE supporting the wider rangatahi engagement.

Advocacy and best practice

- Liaise and build relationship with key stakeholders in the sector and government
- Facilitate Mana Taiohi and Code of Ethics training
- Support the review of the Code of Ethics, with an emphasis on Te Taiao.

General

- Adhoc project administration including setting timeframes, monitoring deliverables and overseeing logistics
- Support the wider team and other Ara Taiohi kaimahi as required
- Engage with and attend team activities and kōrero to ensure a cohesive organisation and culture

