

TĀWHIRI | festivals and experiences

*Tuia te rangi e tū iho nei,
 Tuia te papa e takoto ake nei.
 Tuia rātou ka riro i te ara whānui,
 I te Muriwaihou, i te pō tiwha,
 I te pō e okioki ai te moe.
 He maimai aroha tēnei mō rātou kua ngaro,
 He maioha ki a tātou e te hunga ngākau nui
 ki ngā toi waihangatanga mai a te tangata.
 Haere mai rā e te wairua auaha
 E te hinengaro mārama,
 E te tinana mātau, e te ringa rehe.
 Whāia kia tutukitia ngā wawata
 Ngā tumanako mō ngā toi, mō ngā titonga
 E puta ai te ngākau o te tangata whenua.*

POSITION DESCRIPTION - DIRECTOR INTERCULTURAL DEVELOPMENT

Tāwhiri is the creative force behind festivals and experiences in Te Whanganui-a-Tara, Wellington including:

Wellington Jazz Festival	An annual jazz festival	2020
Second Unit	An annual interactive theatre experience	TBC 2021
New Zealand Festival of the Arts / Te Taurima o Aotearoa	A biennial multi-arts festival	2022
Lexus Song Quest	A biennial singing competition	TBC 2021

This is a Contract for Services from August 2020 (start date tbc). Flexible working is possible including some working remotely. This is a part-time position at 0.2-0.6 FTE (to be negotiated, candidate dependent). The Director Intercultural Development must be available for a minimum one full day per week (ideally 8am-12noon Tuesday, but we can be flexible) to attend key Leadership Team and other meetings. The Director Intercultural Development will be needed more during and in the lead up to festivals and events, so some months will be busier than others.

OUR VALUES: HE TĀNGA MANAWA

- *Manaakitanga*: uplifting the mana of all people through care, nurture and respectful relationships.
- *Pūkengatanga*: the pursuit of excellence in all our endeavours.
- *Whanaungatanga*: weaving together a community to create strength, trust and flexibility.
- *Kotahitanga*: standing together with shared purpose and values.

PURPOSE OF THE POSITION

The Director Intercultural Development will lead the delivery of the Intercultural Policy across the organisation, its people and its activities, supported by the Executive Director and wider team.

KEY SKILLS

- Excellent knowledge of Te Reo Māori, Tikanga Māori and Mātauranga Māori
- Experience with and an openness to adapt and innovate tikanga Māori in ways that assist Tāwhiri
- Strong networks and relationships with iwi/Māori communities and organisations
- Some experience in cultural competency work is helpful but not essential
- Excellent communicator
- Demonstrated ability to work as part of a cohesive team for achievement
- Ability to see a concept through to delivery (eg make ideas happen)
- Knowledge and interest in the arts
- Comfortable with digital and online systems
- Strong office software skills including Word, Excel, Outlook (or equivalent).

ROLE FUNCTIONS

Leadership Team Member

- Responsible for delivering the Trust's overall strategies and planning as a Leadership Team member
- Responsible for contributing to regular Leadership Team meetings. Provide reports to the Tāwhiri Board upon the request of the Executive Director
- Provide planning, strategy and reporting documents as required
- Represent Tāwhiri in appropriate social media, media and events

Interculturalism Policy

- Lead the implementation of Tāwhiri's Intercultural Policy, review and complete Action Plan particularly:
 - Building cultural capacity and capability within the organisation
 - Fostering an intercultural workplace culture including use of Te Reo Māori and Tikanga Māori
 - Advising Tāwhiri leadership with respect to Stakeholder Relationships and Communications

- Overseeing and implementing a plan for 'Māori outcomes' achieved through the work of the organisation
- Work with the Director Nga Toi Māori, Creative Director and Programming team to ensure Māori and other indigenous artists are appropriately supported by the Programming, Technical and Audience teams to develop and stage work by the company
- Work with Executive Director to develop cultural competency training / development across the organisation
- Cultivate meaningful connections and build relationships between Tāwhiri and iwi/Māori communities, organisations and significant figures. Ensure relevant contact lists are comprehensive and up-to-date on Tāwhiri's databases

ACCOUNTABILITY

The Director of Interculturalism reports to the Executive Director and has access to the Board representative Charles Royal for support should it be required.