

POU ĀRAHI MĀORI ROLE AT TĀWHIRI

Reporting to:	Executive Director
Sizing:	0.2FTE (8 hours per week)
Term:	One Year Fixed Term
Location:	Level 1, 264 Cuba Street, Wellington

KO WAI A TĀWHIRI?

Ko Tāwhiri te kaihautū o ngā ahurei toi me ngā huihuinga i Te Whanganui-a-Tara, pērā i te Aotearoa New Zealand Festival of the Arts, te Wellington Jazz Festival, me te Song Quest. E whakahaere ana hoki mātou i tētahi awheawhe hanga whakaari kei Upper Hutt, ā, kei te whanakehia e mātou tētahi whare tapere hou ki Newtown e kīia ana ko te Tāwhiri Warehouse. Kua tata ki te whā tekau tau e whakahaere ana a Tāwhiri i ngā ahurei, ā, i ētahi wā ka mahi ngātahi mātou me ētahi atu ki te whakahaere huihuinga mō rātou.

WHO IS TĀWHIRI?

[Tāwhiri](#) is the producer of arts festivals and events in Te-Whanganui-a-Tara Wellington, including the [Aotearoa New Zealand Festival of the Arts](#), [Wellington Jazz Festival](#), and [Song Quest](#). We also manage a set building workshop in Upper Hutt, and are developing a theatre space in Newtown called the [Tāwhiri Warehouse](#). We have been producing festivals for nearly forty years and from time to time we partner with others to deliver events on their behalf.

Our core team of fifteen people work across artistic programming, producing, production & technical, marketing, philanthropy, finance and administration.

Our name: Mana whenua representatives from Te Ati Āwa Taranaki Whānui, Kura Moeahu, Wayne Mulligan along with Charles Royal and our then Kairautaki Māori Tānemahuta Gray led us through a process to arrive at our name. Tāwhiri is an active practise of welcome, as we fan the flames of artistry to envelop people and place with the swirling might of creative energy.

Our charitable purpose: is to establish, organise, promote and maintain artistic and cultural events in Wellington.

Our values:

Manaakitanga: uplifting the mana or pride of all people through care, nurture and respectful relationships

Whanaungatanga: weaving together as a team to create strength, trust and flexibility

Tāne te Wānanga: the journey of pursuit for excellence in all endeavours

Kotahitanga: standing together with shared purpose and values.

TE ARONGA O TE TŪRANGA POU ĀRAHI MĀORI

He wāhanga te Pou Ārahi Māori nō te tīma ārahi o Tāwhiri, ā, ko tāna he ārahi i te whakatinanatanga o te Intercultural Policy puta noa i te whakahaere, ngā tāngata me ngā mahi a Tāwhiri. He anga tō te Intercultural Policy i hangaia i te tuatahi e Te Ahukaramū Charles Royal (Marutūahu, Ngāti Raukawa, Ngā Puhī), he mema o mua o te Poari, ā, kua whakamanahia e te Poari o Tāwhiri, ā, kua whakatinanahia e te tīma o Tāwhiri mai i te tau 2020. Ko tēnei kaupapa here te tūāpapa e taea ai e te hunga e whai wāhi ana ki Tāwhiri (arā, ngā ringatoi, te hunga mātakitaki me ngā kaimahi) te noho haumarū ki roto i ō rātou ake ahurea, ā, ka puta mai he uara hou ina hono mai ngā ahurea e rua neke atu.

Ka kuhu te Intercultural Policy me tōna mahere mahi ā-tau ki ngā wāhanga matua o te pakihi a Tāwhiri: te whakawhanake i te hunga mātakitaki, te mahi toi me te whakaaturanga toi, te ahurea o te wāhi mahi me ngā pūkenga, me te mahi tahi ki ērā atu.

E mahi ngātahi ana te Pou Ārahi Māori me ngā kaimahi o Tāwhiri, me te tuku:

- i te mātauranga me ngā tohutohu mō ngā tikanga Māori ki Tāwhiri
- i te whakarite kia tika, kia hāngai hoki te whakamahinga o te reo Māori e Tāwhiri ki ngā horopaki e pā ana
- i te tautoko i ngā kaimahi Māori o Tāwhiri
- i te tautoko i ngā wawata o Tāwhiri mō ngā painga ki te iwi Māori
- i te āwhina ki te whakakaha ake i te mātauranga ahurea o te tīma o Tāwhiri kia tū tahi ai rātou ki ngā ringatoi, te hunga mātakitaki me ngā kaitautoko ahurea maha, me te ū ki ngā uara o Tāwhiri: te manaaki, te whakaute, te aroha me te kotahitanga.

PURPOSE OF THE POU ĀRAHI MĀORI ROLE

The Pou Ārahi Māori is part of Tāwhiri's leadership team and leads the delivery of the Intercultural Policy across our organisation, people and activities. The Intercultural Policy is a framework originally developed by former Board member Te Ahukaramū Charles Royal (Marutūahu, Ngāti Raukawa, Ngā Puhī), endorsed by the Tāwhiri Board, and implemented by the Tāwhiri team since 2020. This policy lays the foundation for how the people Tāwhiri serves (artists, audience and kaimahi) can sit safely in their own cultures, and where new value is created when two or more cultures come together.

The intercultural policy and the yearly action plan integrates into Tāwhiri's business: audience development, artistic practice and presentation, workplace culture and capability, and working in relationship with others.

The Pou Ārahi Māori works alongside Tāwhiri staff providing:

- expertise and advice to Tāwhiri in the ways of tikanga
- ensures Tāwhiri's use of te reo Māori is appropriate and accurate for the context
- supports Tāwhiri's Māori staff
- supports Tāwhiri in its ambitions for good outcomes for Māori.
- helps to build the cultural consciousness of the Tāwhiri team to encounter artists, audiences and stakeholders of all cultures with mana, respect, compassion and alignment with Tāwhiri's values.

Within the team we have committed to a practice of trust, relationship, care and an openness to continually evolve our way of working in this space. Tāwhiri's team culture is collaborative, hard-working, creative and thoughtful.

SIZE OF ROLE

1 day per week / 0.2 FTE on average. The nature of this role and the timing of Tāwhiri's events mean hours may be variable, with some periods in the year busier than others.

SKILLS WE ARE LOOKING FOR

- Excellent knowledge of Te Reo Māori, Tikanga Māori and Mātauranga Māori
- Experience with applying tikanga Māori to assist organisational practice and process where appropriate
- Strong networks and relationships with mana whenua in Te Whanganui a Tara and other iwi/Māori communities and organisations
- Some experience in cultural competency work is helpful
- Excellent communicator in te reo Māori and English
- Demonstrated ability and skills to work as part of a team
- Ability to see a concept through to delivery (e.g. make ideas happen)
- Knowledge and interest in the arts
- Comfortable with digital and online systems
- Good office software skills including Word, Excel, Outlook (or equivalent)

FUNCTIONS OF THIS ROLE

- Contribute to the Trust's overall strategies and planning as a Leadership Team member, with a key focus on Tāwhiri's commitment to and development of intercultural practice.
- On behalf of Tāwhiri, lead pōwhiri, mihi whakatau and other events and functions, liaising with the Ringa Āwhina / Administrator to arrange logistics where required.
- Lead the implementation of Tāwhiri's Intercultural Policy, review and complete an annual Action Plan including:
 - Building cultural capacity and capability within the organisation.
 - Fostering an intercultural workplace culture including appropriate use of Te Reo Māori, Tikanga Māori, Waiata and Kapa Haka.
 - Developing a plan for Tāwhiri's use of Te Reo Māori in external communications and within its events programmes. Supporting with translation as required or organising for external translators where required.
 - Advising Tāwhiri leadership with respect to Stakeholder Relationships and Communications.
 - Overseeing and advising on outcomes for Māori in Tāwhiri's work.
- Advising the Executive Director and Tāwhiri leadership team.
- Provide reports to the Tāwhiri Board and/or attend Board meetings at the request of the Executive Director.
- Provide planning, strategy and reporting documents as required.

ACCOUNTABILITY

The Pou Ārahi Māori reports to the Executive Director with support from Tāwhiri's Māori Board members.