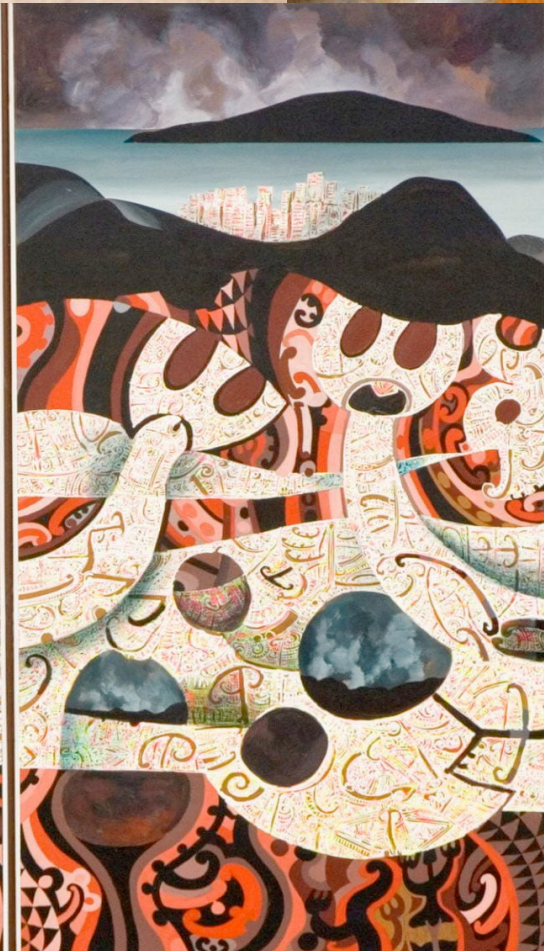
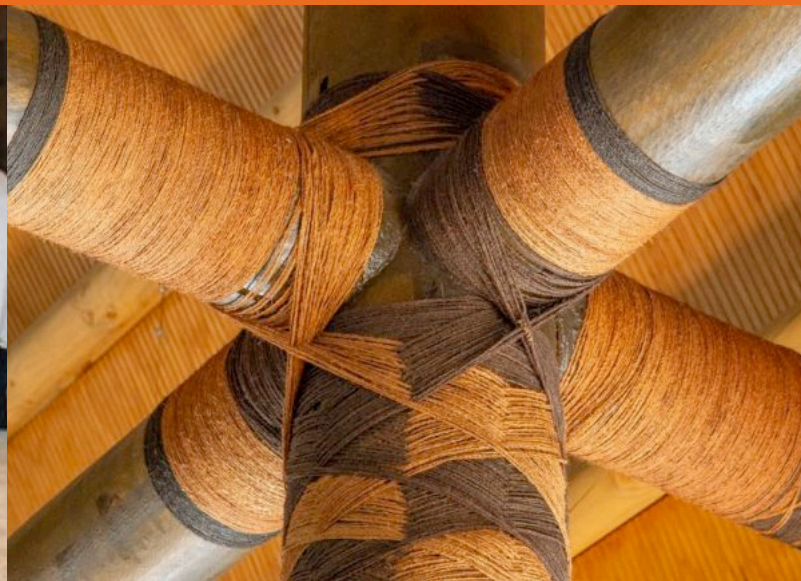




UNIVERSITY OF
AUCKLAND
Waipapa Taumata Rau
NEW ZEALAND

Academic Position MĀPIHI Māori and Pacific Housing

CANDIDATE INFORMATION BOOKLET



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Senior Lecturer to Professor in Māori and/or Pacific Housing, MĀPIHI

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The Opportunity

Te Whiwhinga Mahi

Senior Lecturer to Professor in Māori and/or Pacific Housing, MĀPIHI

- Further develop your academic career in Aotearoa's leading university.
- Contribute to the positive impact of MĀPIHI in addressing housing inequity for Māori and Pacific communities.

We welcome interest from Māori and Pacific scholars seeking to further develop their academic career at Waipapa Taumata Rau, University of Auckland, Aotearoa's highest ranked (THE Impact Rankings #12, QS World University Ranking #68) university.

We have recently established a new University Research Centre MĀPIHI: Māori and Pacific Housing Research Centre which is committed to improving housing quality and supply for Māori and Pacific communities in Aotearoa New Zealand and the Pacific through impactful research that is manaaki-centred (uplifting mana) and based on tikanga Māori, Pacific values, Te Tiriti and Vision Mātauranga principles, expert knowledge and transdisciplinarity.

This is a unique opportunity to join MĀPIHI's multidisciplinary researchers all of whom are Māori and Pacific academics committed to housing equity for Māori and Pacific communities. MĀPIHI's partners and stakeholders include Māori and Pacific communities, local and central government agencies, NGOs, professional practices and other research centres.

The successful applicant will be committed to undertaking high-quality research and research-informed teaching as a key member of Te Pare School of Architecture in our innovative and diverse Faculty of Creative Arts and Industries, where MĀPIHI is hosted.

PhD qualified, you will bring expertise in a discipline relevant to MĀPIHI, including, but not exclusively, the built environment, housing, housing tenure, wellbeing, construction, whenua Māori, climate change adaptation.

Reporting to Professor Deidre Brown, Deputy Dean and Co-Director MĀPIHI, you will have the opportunity to collaborate with top scholars from across the breadth of Waipapa Taumata Rau, the University of Auckland and international networks, while mentoring and supporting colleagues and supervising our excellent PhD students.

The appointment will be made at the appropriate academic level according to the Waipapa Taumata Rau, University of Auckland academic standards which guide both recruitment and promotion. These standards take a holistic view of an individual's contribution across the dimensions of research, teaching, and service.

Waipapa Taumata Rau, University of Auckland aspires to contribute to a fair, ethical and sustainable society, reflecting our commitment to Te Tiriti o Waitangi and our foundational relationship with tangata whenua. We are committed to a culture that encourages and supports staff to reach their full potential in an inclusive and collaborative community of scholars.

Please see page 7 for position description and page 13 for further information about how to apply.

E felelei manu ae ma'au i o latou ofaga.

Birds migrate to environments where they survive and thrive.

Ko te manu e kai ana i te miro nōnā te ngahere,

ko te manu e kai ana i te mātauranga nōnā te ao.

The bird that eats of the miro berry belongs to the forest.

The bird that consumes knowledge shall belong to the world.

Welcome to MĀPIHI

Nau mai, haere mai ki Waipapa Taumata Rau, Ni sa bula, Fakaalofa lahi atu, Talafa lava, Malo e lelei, warm Pacific greetings



Professor Deidre Brown, Deputy Dean, Faculty of CAI and Co-Director MĀPIHI

Thank you for your interest in learning more about MĀPIHI, and an academic career at Waipapa Taumata Rau.

Our University was founded in 1883, growing to become New Zealand's globally recognised research-led university. Consistently ranked in the top 100 universities in the world, and retaining our top rank in the world for impact as measured by contribution to the United Nation's Sustainable Development Goals for the fourth consecutive year, we are committed to academic excellence that positively impacts our local, regional, national and supra-national communities.

Our defining characteristics relate to our place : partnerships established by Te Tiriti o Waitangi, our recognition of Māori as tangata whenua, the importance of making a distinctive contribution to the Pacific and its communities, and our commitments to academic freedom, sustainability, social and health equity and access to education.

Our academics produce highly cited, impactful, and translational research across the breadth of fundamental and applied disciplines. In addition to wide range of international collaborations, the opportunities to engage with colleagues across our eight academic faculties and two large-scale research institutes, ABI and the Liggins Institute creates a unique ecosystem where the whole is much greater than the sum of the parts.

We invite you to learn more about us and Taumata Teitei – Vision 2030 and Strategic Plan 2025 which will take us boldly into the future, building on our internationally established reputation as a University concerned with preparing our 42,000 students to contribute positively to real world challenges.



Dr Karamia Müller, Senior Lecturer in Architecture and Co-Director MĀPIHI

Nō reira, ka rere atu ngā mihi

MĀPIHI Māori and Pacific Housing Research Centre

Homes for thriving Māori and Pacific communities

Established in 2023, MĀPIHI is one of seven transdisciplinary university research centres focused on pioneering research that will enable the University to achieve its aspirations as outlined in Taumata Teitei.

MĀPIHI has an ambitious and achievable research plan designed to deliver transformative change through excellent research and an excellent research culture, leading to improved housing outcomes for Māori and Pacific people. The care, wellbeing and uplifting of people (students, researchers, stakeholders, communities) drives our mission and relationships with each other, as described in the whakatauki:

He aha te mea nui tea o? He tangata he tangata, he tangata

What is the most important thing in the world? It is people. It is people. It is people.



Back row, left to right: Dr Sam Manuela, Dr Kilisimasi Latu, Dr 'Ema Wolfgramm-Foliaki, Associate Professor Vili Nosa, Dr Charmaine 'Ila' Talei, Dr Tumanako Ngawhika Fa'au, Dr Michael Davis
Front row L-R: Peseta Fa'amatuainu To'oto'o'olea'ava Lama Tone, Professor Deidre Brown, Dr Karamia Müller, Professor Anthony Hoete, Lena Henry

Our research supports Māori and Pacific whānau to live in healthy, sustainable and affordable homes. MĀPIHI co-creates research with hapū, iwi, communities, NGOs, local and central government agencies, practices and other research entities. Together we create the knowledge, design and construction techniques, workforce and policy advice needed for transformational change in housing quality and supply.

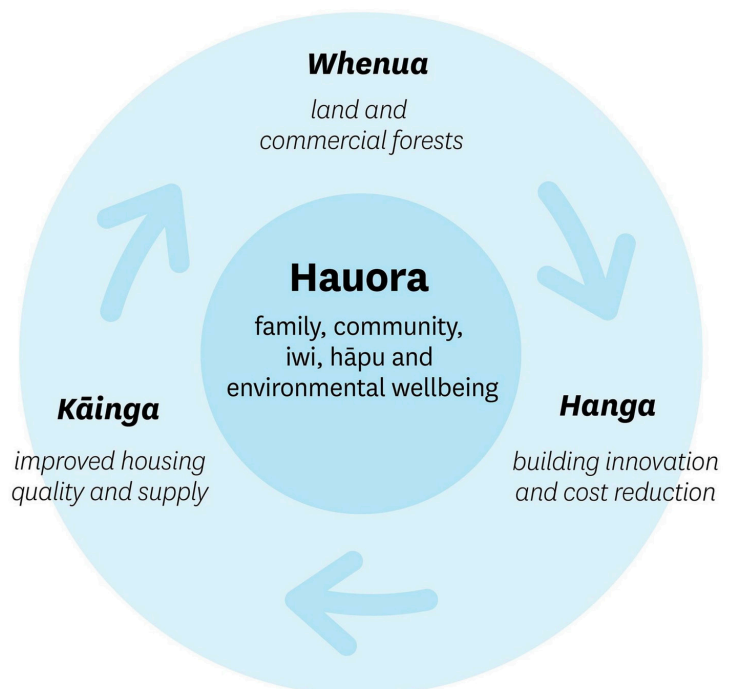
We have expertise in every part of the housing and community building cycle and its relationship to wellbeing through our research programmes in whenua, hanga, kāinga and hauora. Our team of Māori and Pacific researchers from across the University of Auckland has a wide range of expertise and is committed to housing equity for Māori and Pacific communities.

Mission: MĀPIHI Māori and Pacific Housing Research Centre is committed to improving housing quality and supply for Māori and Pacific communities in Aotearoa New Zealand and the Pacific through impactful research that is manaaki-centred (uplifting mana) and based on tikanga Māori, Pacific values, Te Tiriti and Vision Mātauranga principles, expert knowledge and transdisciplinarity.

Aotearoa New Zealand's housing crisis disproportionately affects Māori and Pacific communities. Known societal issues are low housing and land supply, building costs, unaffordability, poor proximity to work and education, crowding, substandard construction, uninhabitability and the hauora (wellbeing) effects of all these factors. Solutions to these issues are under-researched.

MĀPIHI addresses identified research gaps by increasing housing research capacity and capability through transdisciplinary partnerships with communities, NGOs, industry, local and central government agencies, and research entities at other tertiary institutions. MĀPIHI's collaborative research approach provides the knowledge, techniques, workforce development and policy advice needed for transformational change in housing quality and supply. These impacts are centred on improving hauora through our 'Whakaha' work programmes.

Each programme is comprised of codesigned projects identified through stakeholder ideation and organised under Whenua, Hanga, Kāinga and Hauora categories; the first three of these consider the social, economic, cultural, technical and environmental aspects of the building cycle and they each relate through their impact pathways to the fourth programme, Hauora - which will be enhanced through improving housing quality and supply.



Collaborative cross-disciplinary research

MĀPIHI's multidisciplinary researchers are all Māori and Pacific academics from across the whole University, who are committed to housing equity for Māori and Pacific communities and making impact through their research. Researcher commitment provides MĀPIHI's mauri (vitality) and will be sustained through the support and manaaki of researchers, communities, partners and other stakeholders.

Faculty of Creative Arts and Industries

Professor Deidre Brown (Ngāpuhi, Ngāti Kahu; Architecture; MĀPIHI Director)

Dr Karamia Müller (Lalumanu, Samoa; Architecture; MĀPIHI Director)

Dr Michael Davis (Samoa; Architecture)

Lena Henry (Ngāpuhi, Ngāti Hine, Te Rarawa; Urban Planning)

Professor Anthony Hoete (Ngāti Awa, Ngāti Rānana; Architecture)

Dr Charmaine 'Ilaiū Talei (Tatakamōtonga, Houma, Tonga; Architecture)

Peseta Fa'amatuainu To'oto'olea'ava Lama Tone (Fasito'o Uta, Lufilufi: Upolu, Pu'apu'a, Sāvai'i, Samoa; Architecture)

Te Kura Tangata, Faculty of Arts

Dr Sereana Naepi (Nakida in Naitasiri, Na Gone Ni Colo, Fiji; Sociology)

Dr Tia Reihana (Ngāti Hine; Dance Studies)

Seuta'afili Dr Patrick Thomsen (Vaimoso, Samoa; Global Studies, Cultures, Languages and Linguistics)

Associate Professor Yvonne Underhill-Sem (Cook Islands; Pacific Studies)

Te Kura Akoranga me Te Tauwhiro Tangata, Faculty of Education and Social Work

Dr 'Ema Wolfram-Foliaki (Tonga, Education and Social Work)

Te Herenga Mātai Pūkaha, Faculty of Engineering

Dr Tumanako Ngawhika Fa'au (Fasi Moe Afi 'A Tungī, Tonga; Ngāti Uenukukopako, Ngāti Te Roro o te Rangī, Te Arawa; Civil Engineering)

Dr Kīlisimasi Latu (Tonga; Engineering)

Te Wāhanga Ture, Faculty of Law

Dr Claire Charters (Ngāti Whakaue, Tūwharetoa, Ngāpuhi and Tainui; Law)

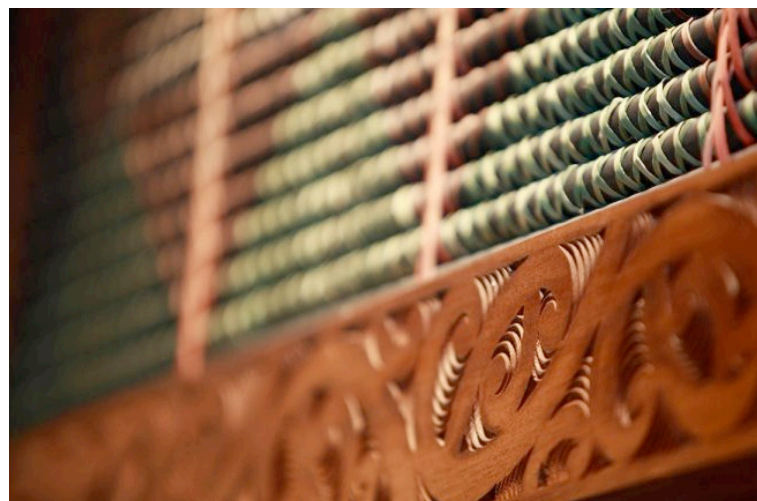
Mātauranga Hauora, Faculty of Medical and Health Sciences

Associate Professor Vili Nosa (Avatele, Hakupu, Niue; Pacific Health, Medical and Health Sciences)

Te Whare Pūtaiao, Faculty of Science

Dr Shiloh Groot (Ngāti Pikiao, Ngāti Uenukukopako; Psychology)

Dr Sam Manuela (Manihiki, Atiu, Rarotonga; Psychology)



Where your work, your purpose and your life can thrive

A proud history

Founded by an Act of Parliament in 1883, the University of Auckland has, from our earliest days, admitted both male and female students. We are committed to equity across gender, sexual orientation, ethnicity, cultural and religious practices and for those with disabilities.

Global reach

The University has a wide network of international affiliations and formal agreements with universities in 39 countries, and is the only New Zealand member of U21, the WUN, and the APRU. The University is committed to remaining a global leader in Pacific research and teaching and in 2018 appointed the world's first Pro-Vice Chancellor Pacific.

Consistent rankings

The University was ranked in the top 50 for 8 subjects in the QS World University Rankings by Subject 2023 and is consistently in the top 100 universities (#68 QS World University Rankings 2023). We have retained our top ten ranking in the world for impact as measured by contribution to the United Nation's Sustainable Development Goals for four years.

Outstanding contributions

The University makes a significant contribution to the regional and national economy, demonstrating deep commitment to supporting the achievement of Māori and Pacific students and staff in particular.

An unshakeable framework

Long-term viability requires maintaining sufficient revenue and student numbers, as well as ensuring that the University's revenue stream is sufficiently broad, and that we are recruiting students from diverse segments of the market. Guided by Waipapa Toitū, the University's framework of principles, Taumata Teitei details the distinctiveness that the University will pursue – to be known globally for excellence and impact in our agreed transdisciplinary areas. These are evidenced and recognised by the University's position in global university rankings, where we are measured against other tertiary education providers in the world on globally comparable benchmarks for compelling evidence of academic excellence, community engagement, and contributions towards the Sustainable Development Goals.

Resilient and resourceful

To deliver on its goals, plans and strategic initiatives, it is important that the University is both viable and effective. The disruption from Covid-19 had a serious impact on all major Universities and their operations over the last three years. The University of Auckland, Waipapa Taumata Rau took swift and decisive action in the early stages of the pandemic to protect its financial position, and to support its students and employees. Coupled with exceptional demand for student enrolments, these measures have ensured the university continues to maintain a healthy financial position. This supports ongoing strategic investment while providing important resilience against the significant economic and other headwinds that have since emerged.

Stable, supportive governance

University governance is both stable and supportive. With a mix of ministerial, community leaders, staff and student appointees. Council provides an appropriate level of support and oversight for the Vice-Chancellor and leadership team. Senate provides academic governance. Since its founding in 1883, the University of Auckland Waipapa Taumata Rau has grown to become New Zealand's flagship, research-led university, known for its excellence in teaching, research, and service to local, national and international communities

Growing everyday

Across the University we have more than 46,000 students, of whom nearly 20% are postgraduates. Our research programmes deliver across all disciplines, and we are world leaders in such fields as cancer drug development, inductive power transfer and computational physiology. Auckland UniServices Ltd, our research commercialisation company, is recognised internationally for its achievements in transferring the outcomes of our research to industry.

Want to know more?

[Click icons below](#) to learn more about our university, culture and context.

For a complete overview of our history, teaching and research strengths, diverse networks and vibrant, cosmopolitan campuses, see the [2022 Annual Report](#).



Position Description

Position title Te Tūranga	Senior Lecturer/Associate Professor/Professor in Māori and/or Pacific Housing (level as appropriate)
Department/School Tari/Kura	To be determined
Faculty/Division Kāpeka/Rōpū	Faculty of Creative Arts and Industries
Reports to (Title) Rīpoatatia ki	Professor Deidre Brown (Head of School of Architecture, Co-Director MĀPIHI)
Direct reports Ngā Rīpoata	None
Children's Worker (Children's Act 2014) Kaimahi Tamariki	Not applicable

THE UNIVERSITY OF AUCKLAND | WAIPAPA TAUMATA RAU AS AN EMPLOYER

Our Purpose | Tō Mātou Pūtake Nui

We create globally transformative impacts through our distinctive strengths in world-leading research, scholarship, teaching and collaborative partnerships, inspired by our unique position in Aotearoa New Zealand and the Asia-Pacific

Our Values | Ō Mātou Uara

Our values are lived through our behaviours and actions, with strong and enduring commitments to open intellectual inquiry, collaboration, creativity, and equity and diversity.

RESPECT AND INTEGRITY

EXCELLENCE

SERVICE

Our Te Ao Māori Principles | Mātou Mātāpono | Te Ao Māori Mahi

Our fundamental principles reflect our foundational relationship with tangata whenua and our commitment to Te Tiriti o Waitangi.

MANAAKITANGA

Caring for those around us in the way we relate to each other.

WHANAUNGATANGA

Recognising the importance of kinship and lasting relationships.

KAITIAKITANGA

Valuing stewardship and guardianship and our relationship with the natural world.

Read more about our purpose, vision and values in [Taumata Teitei – Vision 2030 and Strategic Plan 2025](#)

MAIN PURPOSE OF THE POSITION | PŪTAKE MATUA O TE TŪRANGA

MĀPIHI: Māori and Pacific Housing Research Centre is committed to improving housing quality and supply for Māori and Pacific communities in Aotearoa New Zealand and the Pacific through impactful research that is manaaki-centred (uplifting mana) and based on tikanga Māori, Pacific values, Te Tiriti and Vision Mātauranga principles, expert knowledge and transdisciplinarity. A new university-level research centre, MĀPIHI's multidisciplinary researchers are all Māori and Pacific academics committed to housing equity for Māori and Pacific communities. Its partners and stakeholders include Māori and Pacific communities, local and central government agencies, NGOs, professional practices and other research centres.

The successful applicant will be committed to undertaking high-quality research and research-informed teaching. If hired, they will be expected to:

- Lead research projects on Māori and/or Pacific housing (in Aotearoa New Zealand and/or the Pacific region) as part of the MĀPIHI: Māori and Pacific Housing Research Centre, which is a university-level research centre.
- Assist and, where required, lead in obtaining external research funding through the preparation of competitive funding applications, direct funding initiatives and philanthropic relationships.
- Support the development of and participate in the delivery of transdisciplinary teaching on Māori and/or Pacific housing (in Aotearoa New Zealand and/or the Pacific region) in keeping with the aims and objectives of the university's Curriculum Transformation Framework project.
- Undertake masters and doctoral supervision in Māori and/or Pacific housing topics.
- Develop stakeholder relationships in Māori and/or Pacific housing and hauora.

We are especially interested in applicants with leading expertise in housing and hauora (wellbeing in its broadest sense).

The level of appointment will be benchmarked to the University of Auckland Academic Standards.

Position Description

WHAT YOU ARE EXPECTED TO DELIVER NGĀ WHĀINGA O TE TŪRANGA	
Teaching Waipapa Manawa Whenua	<ul style="list-style-type: none"> Develop, coordinate and teach undergraduate and postgraduate courses. Deploy innovative ways of teaching courses, including through technology. Maintain appropriate and high standards in the quality of both teaching and supervision. Recruit and supervise the research activities of graduate students to successful completion. Provide high-quality research-informed postgraduate research supervision.
Research Waipapa Ngā Maunga Whakahī	<ul style="list-style-type: none"> Develop and maintain collaborative, codesigned and impactful research in Māori and/or Pacific housing as part of the MĀPIHI: Māori and Pacific Housing Research Centre Undertake research/creative work which has demonstrable quality and impact. Participate in research conferences and symposia nationally and internationally. Disseminate research, through academic journals and books that is relevant to external stakeholders, including Māori and Pacific communities. Actively seek external funding support for own and collaborative research. Mentor postgraduate students and other staff in research.
Engagement/Service Waipapa Herenga Waka	<ul style="list-style-type: none"> Undertake professional development in relevant discipline and curriculum areas in order to maintain awareness of current issues and methods and contribute effectively to teaching, research and the wider community. Communicate and advocate for Māori and Pacific housing research. Actively engage in, and contribute to, leadership roles and responsibilities at University, Faculty and/or School level, including serving on committees. Support the University's commitment to the principles of Te Tiriti o Waitangi and responsibility to work in partnership with Māori for the benefit of all New Zealand.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Actively protect, participate and promote the University's commitment to Te Tiriti o Waitangi, to achieve equity outcomes for staff and students in a safe, inclusive and equitable environment.
Equity Mana Taurite	<ul style="list-style-type: none"> Demonstrate equity behaviours and values aligned to the University Leadership Capabilities framework in all your day-to-day interactions with the team, stakeholders and the University. Ensure equity in employment and education for Māori, Pacific, women, LGBTQITakatāpui+, people with disabilities, those parenting and other equity groups www.equity.auckland.ac.nz.

KNOWLEDGE, SKILLS, EXPERIENCE AND CAPABILITIES NGA PŪKENGA MOTUHAKE	
CVs will be assessed against the Waipapa Taumata Rau University of Auckland Academic Standards by the line manager, supported by the Faculty Academic Staffing Committee (FSC) to determine the appropriate academic level and step.	
Qualifications Tohu mātauranga	<p>Essential:</p> <ul style="list-style-type: none"> A doctorate in a relevant discipline such as the built environment, housing, housing tenure, wellbeing, construction, whenua Māori, climate change adaptation.
Experience Ngā Wheako	<p>Essential:</p> <ul style="list-style-type: none"> A proven track record of academic and/or practical experience in areas relevant to MĀPIHI. Demonstrable success in attracting major external research funding through contestable applications (e.g. MBIE, Marsden, BRANZ, etc). A strong record in attracting, supporting and supervising masters and doctoral students through to completion. Evidence of high quality-assured publishing commensurate with the level of appointment. University teaching experience. <p>Preferred:</p> <ul style="list-style-type: none"> Leadership and impact in Māori and/or Pacific housing or hauora research. Demonstrable success in the development, coordination and delivery of new courses. Experience in obtaining direct external and/or philanthropic research funding. A proven track record of creating and maintaining research stakeholder relationships.

Position Description

KNOWLEDGE, SKILLS, EXPERIENCE AND CAPABILITIES | NGA PŪKENGĀ MOTUHĀKE

Skills and Knowledge | Pūkenga me ngā Mōhiotanga

Essential:

- Advanced knowledge related to research and teaching in relevant areas of Māori and/or Pacific housing and hauora.
- Capable of successfully teaching undergraduate and graduate students in Māori and/or Pacific housing and hauora.
- Ability to collaborate with other university researchers to achieve MĀPIHI: Māori and Pacific Housing Research Centre research objectives.
- Leadership characteristics, including vision, enthusiasm, communication ability, strategic aptitude, the ability to motivate and inspire, and well-developed people skills.
- Ability to foster intra-disciplinary and inter-disciplinary relationships in research and teaching, promoting interaction between faculties, stakeholder and student communities.
- Ability to support and mentor researchers and teachers.
- Research leadership abilities that translate into external funding capability.

Preferred:

- Knowledge of tikanga Māori and Te Reo Māori, or Pacific values, customs and language.

Leadership Capabilities | Pūkenga Hautūtanga

Essential: *Refer to the 5D Leadership Capabilities (at the back of this document).*

The five leadership dimensions and associated capabilities (5D Leadership Capabilities) reflect and encourage a culture of distributed leadership for all staff. The leadership framework is an important part of how we attract, select, develop and enable staff achievement.

For the annual Academic Development Performance Review process (ADPR), you and your line manager will discuss your career aspirations, development and agree expectations as outlined in the [ADPR Procedures](#).

KEY RELATIONSHIPS | NGĀ WHANAUNGATANGA MATUA

Internal:

- Dean and Faculty leadership teams.
- Colleagues in the faculties of Creative Arts and Industries
- MĀPIHI: Māori and Pacific Housing Research Centre directors, professional staff, researchers and aligned postgraduate students.
- Undergraduate and postgraduate students.

External:

- MĀPIHI: Māori and Pacific Housing Research Centre stakeholders and partners.
- Other professional, industry, research, NGO, local and central government and community stakeholders in Māori and Pacific housing and hauora.

DELEGATED AUTHORITY | TUKU MANA

Human Resources

No formal responsibility for staff.

SUSTAINABILITY AND ENVIRONMENT | TE TOITŪTANGA ME TE TAIAO

Staff must accept responsibility for and contribute towards implementing the University's commitment to sustainability as defined in our Sustainability Policy and the ongoing improvement of our environmental performance, as identified in our policy and Taumata Teitei – Vision 2030 and Strategic Plan 2025.

This includes:

- Undertaking professional activities in ways that serve to reduce the consumption of energy, water and material resources, and to minimise our wastes and emissions.
- Considering and applying the Principles in the University's Sustainability Policy within the context of this position description and encouraging others to do the same.
- Building on existing activities and applying a continuous improvement approach to identify, initiate and participate in new ones.

Position Description

HEALTH AND SAFETY | HAUORA ME TE HAUMARU

All staff have a responsibility for their own health and safety, and that of others who may be affected by their work and their acts or omissions.

Staff will:

- Ask for assistance if they are unsure what to do.
- Make themselves aware of and follow the contents of the University's Health and Safety Policy, standards and guidelines.
- Undertake all health and safety training and induction, as required.
- Report any unsafe or unhealthy working conditions or any faults in equipment to the Academic Heads or Directors of Service (or their delegated nominee).
- Ensure that all appropriate personal protective equipment is worn or used as required.
- Familiarise themselves with and adhere to local emergency procedures and how to provide appropriate assistance to others.

FINANCIAL RESPONSIBILITY | PŪTEA HAEPAPA MATUA

Budget Expenditure

Responsibility for managing own operating expenditure budget.

Purchase Orders

No authority to approve or issue orders.

Purchase Card (P-Card)

No authority to use a Purchase Card (P-Card).

Correspondence

No authority to sign external correspondence.

TABLE ONE: 5D LEADERSHIP CAPABILITIES

These capabilities are for Professional Staff (except Senior Leaders) and Academic Staff: Lecturer, Research Fellow, Senior Research Fellow, Professional Teaching Fellow and Senior Tutor











Dimension	Capabilities
 <p>Exhibiting Personal Leadership Rangatiratanga</p> <p>Role modelling leadership behaviours to engage others and support the University's values and aspirations.</p>	<p>Personal Attributes: Displays integrity, professionalism, adaptability and courage, accurately perceiving and interpreting own and others' emotions and behaviours in the context of the situation to effectively manage own responses, reactions and relationships.</p> <p>Interpersonal Effectiveness: Communicates with clarity, using constructive interpersonal behaviours and interactions to influence others, resolves conflict and inspires cooperation and achievement.</p>
 <p>Setting Direction Mana Tohu</p> <p>Establishing and committing to plans and activities that will deliver the University's strategy.</p>	<p>University Awareness: Displays an understanding of the international and commercial context in which the University operates and how the University works to successfully achieve results.</p> <p>Planning & Organising: Establishes courses of action for self/and others to ensure that work is completed efficiently, while building/contributing to a successful work/project/research team.</p> <p>Stakeholder Service: Ensures that the service provided to stakeholders is a driving force behind decisions and activities; crafts and/or implements service practices that meet the needs of stakeholders (including students and staff) and the University, including a safe and healthy environment.</p>
 <p>Innovating and Engaging Whakamatāra</p> <p>Identifying, creating and responding to relationships and opportunities to improve and progress the University.</p>	<p>Relationship Building: Establishes and maintains effective working relationships with stakeholders inside and outside the University, using an appropriate interpersonal style to advance the University's objectives.</p> <p>Facilitating Change & Innovation: Facilitates and supports University changes needed to adapt to changing external/market demands, technology, and internal initiatives; initiates new approaches to improve results by transforming University/community culture, systems, or programmes/services.</p>
 <p>Enabling People Hāpai</p> <p>Developing self, others and teams so they can realise the University's strategy and values.</p>	<p>Scholarship / Professional Development: Engages in discovering, integrating, applying and disseminating the knowledge and professional skills necessary to be successful in current and future roles; promotes collegiality and actively pursues development experiences to improve personal impact and that of the University.</p> <p>Valuing Equity: Works effectively to support the University's commitment to Māori, Te Tiriti o Waitangi and equity, and values the capabilities and insights of individuals (both inside & outside the organisation) with diverse backgrounds, styles, abilities, and motivation.</p> <p>Coaching and Developing Others: Provides feedback, instruction, and development guidance to help others (individuals and teams) excel in their current or future responsibilities; plans and supports the development of individual/team skills and abilities.</p> <p style="text-align: center;">OR</p> <p>Leading Teams: Uses appropriate methods and interpersonal styles to develop, coach, motivate, and guide the work/project/research team to attain successful outcomes and objectives.</p>
 <p>Achieving Results Whai hua</p> <p>Accepting accountability for making decisions and taking action to deliver the University's strategy and deliver excellent results.</p>	<p>Decision Making: Identifies and understands issues, problems, and opportunities; compares data from different sources to draw conclusions and uses effective approaches for choosing a course of action or developing appropriate solutions; takes action that is consistent with available facts, constraints, and probable consequences.</p> <p>Delivering Results: Sets high objectives for personal/group accomplishment; uses measurement methods to monitor progress toward goals; tenaciously works to meet or exceed goals managing resources responsibly; seeks continuous improvements.</p>

TABLE TWO: 5D LEADERSHIP CAPABILITIES
These capabilities are for Professional Staff Senior Leaders and Academic Staff: Associate Professor, Professor and Academic Heads

Dimension	Capabilities
 <p>Exhibiting Personal Leadership Rangatiratanga</p> <p>Role modelling leadership behaviours to engage others and support the University's values and aspirations.</p>	<p>Personal Attributes: Displays integrity, professionalism, adaptability and courage, accurately perceiving and interpreting own and others' emotions and behaviours in the context of the situation to effectively manage own responses, reactions and relationships.</p> <p>Interpersonal Effectiveness: Communicates with clarity, using constructive interpersonal behaviours and interactions to influence others, resolves conflict and inspires cooperation and achievement.</p>
 <p>Setting Direction Mana Tohu</p> <p>Establishing and committing to plans and activities that will deliver the University's strategy.</p>	<p>Global & Commercial Acumen: Demonstrates an understanding of the competitive global environment and key market drivers, as well as an awareness of economic, social and political trends that impact the University's strategy, and uses this understanding to create and seize opportunities, expand into new markets and deliver programmes, teaching and learning, research and service.</p> <p>Establishing Strategic Direction: Establishes and commits to a strategic direction for the Faculty/Service and University based on an analysis of information, internal/external drivers, consideration of resources, and organisational values to clearly communicate a compelling view of the future.</p> <p>Stakeholder Service: Ensures that the service provided to stakeholders is a driving force behind decisions and activities; crafts and/or implements service practices that meet the needs of stakeholders (including students and staff) and the University, including a safe and healthy environment.</p>
 <p>Innovating and Engaging Whakamatāra</p> <p>Identifying, creating and responding to relationships and opportunities to improve and progress the University.</p>	<p>Building Strategic Partnerships: Identifies opportunities and takes action to build strategic relationships with stakeholders inside and outside the University to help achieve strategic aspirations and objectives.</p> <p>Facilitating Change & Innovation: Facilitates and supports University changes needed to adapt to changing external/market demands, technology, and internal initiatives; initiates new approaches to improve results by transforming University/community culture, systems, or programmes/services.</p>
 <p>Enabling People Hāpai</p> <p>Developing self, others and teams so they can realise the University's strategy and values.</p>	<p>Scholarship / Professional Development: Engages in discovering, integrating, applying and disseminating the knowledge and professional skills necessary to be successful in current and future roles; promotes collegiality and actively pursues development experiences to improve personal impact and that of the University.</p> <p>Championing Equity: Leads strategic decision making and implementation for Te Tiriti o Waitangi and equity objectives, and values the capabilities and insights of those with diverse backgrounds, styles, abilities, and motivation.</p> <p>Building Talent and Engagement: Establishes systems and processes to attract, select, develop, engage, and retain talented individuals; creates a work environment where people can realise their full potential, thus allowing the University to meet current and future challenges; coaches and develops others to excel in their current or future position; drives a culture of collaboration and engagement.</p>
 <p>Achieving Results Whai hua</p> <p>Accepting accountability for making decisions and taking action to deliver the University's strategy and deliver excellent results.</p>	<p>Decision Making: Identifies and understands issues, problems, and opportunities; compares data from different sources to draw conclusions and uses effective approaches for choosing a course of action or developing appropriate solutions; takes action that is consistent with available facts, constraints, and probable consequences.</p> <p>Implementing Strategy: Translates strategic priorities into operational reality and drives high standards for own and others' accomplishment; creates alignment to ensure activities produce measurable and sustainable results; tenaciously works to meet or exceed challenging objectives; maintains fiscal responsibilities and seeks continuous improvement for all levels.</p>

How to Apply

Waipapa Taumata Rau, the University of Auckland invites people to seek more information about this opportunity to join MĀPIHI in an academic position appropriate to their experience and research profile (**Senior Lecturer to Professor**).

The University's executive search team will support the Selection Panel in identifying candidates who bring in an appropriate mix of qualifications, experience and interpersonal attributes for the role, and assist in the provisional evaluation of candidates against the selection criteria/ requirements for the role.

Should you wish to be considered for this opportunity, please apply including the following documents:

- Cover letter/personal statement which includes your motivation for applying, the contribution you anticipate making if appointed and your ability to relocate (if necessary). You may wish to highlight relevant skills and experience.
- Curriculum Vitae including detailing academic and professional qualifications, full employment history, publication record, details of postgraduate supervision, details of successful research grant applications, and service to the discipline, Faculty/University and external community and relevant achievements.
- Full contact details of three referees. The referees will not be contacted without your permission.

Applications close: 21 April 2024

Shortlisting Meeting: w/c 13 May 2024

Interviews: w/c 10 June 2024

Applications should be submitted via the **University website**

Position Reference: **REF24733Q**

Waipapa Taumata Rau, the University of Auckland is committed to protecting the health, safety and well-being of our staff and students.

The University is committed to meeting its obligations under the Te Tiriti o Waitangi and achieving equity outcomes for staff and students in a safe, inclusive and equitable environment. For further information on services for Māori, Pacific, women, LGBTQITakatāpui+, people with disabilities, parenting support, flexible work and other equity issues go to www.equity.auckland.ac.nz

The University has an in-house Immigration Manager, licensed by the New Zealand Immigration Service who will provide advice regarding current Visa requirements for those who do not currently have the right to work in New Zealand.

The University will negotiate an appropriate start date with the successful candidate.

Should you wish to explore your interest in the position further, please contact Waipapa Taumata Rau, the University of Auckland in confidence as below:

Clare Litten, Manager, Academic Executive Search Service

Email: c.litten@auckland.ac.nz

Find out more
careers.auckland.ac.nz



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