

Position Description

Position	Senior Advisor: Māori & Health Equity
Team	Pharmacy Practice, Policy & Research Advisory
Employment	0.8-1FTE, permanent
Direct reports	TBD
Budget	TBD

Position purpose

Ki te ārahi i te whanaketanga me te kōkiritanga o te hōtaka Ōritetanga Hauora me Ngāi Māori a Te Pou Whakamana Kaimatū o Aotearoa.

To lead the development & operationalisation of Te Pou Whakamana Kaimatū o Aotearoa | Pharmacy Council of New Zealand's (NZ) Māori & health equity program.

Key relationships

External: Māori, Whānau and Consumer groups, Other Regulatory Authorities (National and International), Ministry of Health, Te Puni Kōkiri, Te Arawhiti, relevant Statutory, Professional organisations & associations, members of the public, pharmacists, Health Quality Safety Commission, Pharmacy Stakeholder Groups, Whanau & Consumers, and other relevant organisations.

Internal: Chief Executive, Chief Strategic Advisor, Pharmacist Practice Advisors and Registration Officers. Registrar/Manager Regulatory Risk, Manager Qualifications and Competence Assurance, Senior Case Manager, Registrations officers, Practice Advisors, relevant committees/sub committees and working party members.

He kapa iti mātau, ā, me āta mahi tahi ki ngā hoamahi katoa ka tika.

We are a small team and collegial, effective working relationships with all colleagues is essential.

Ngā mahi matua me ngā kawenga

Key tasks and responsibilities

Key accountability or deliverable	Key requirements & indicators of success
<p>Ki te whakarite i tētahi Mahere Ōritetanga Hauora me Ngāi Māori i runga i te tirohanga ki te ao Māori: ka whakamana i ngā mahi rangapū ā-Tiriti me ngā hanga ōrite; ka whakapūmau, ka whakapaipai haere i ngā hātepe haumarū ahurea me ngā taputapu ā-waeture</p> <p>To develop a 'Māori & Health Equity Action Plan' that is informed by a te ao Māori world view to: give effect to Tiriti partnerships and equity outcomes; authenticate and improve cultural safety practices and regulatory tools</p>	<ul style="list-style-type: none"> • Development of an authentically partnered, effective, feasible action plan for Council to improve its equity, cultural safety & Te Tiriti practices, and regulatory tools • Action plan details key deliverables, milestones, timelines, and likely resource required • Action plan includes, but not limited to: <ul style="list-style-type: none"> ○ Establishment of a safe, effective, appropriate, and sustainable mechanism by which to enable authentic partnership with Māori and other stakeholders to deliver Council's functions ○ Refreshed regulatory tools (e.g., competency standard) which support cultural safety and health equity ○ Organisational improvement initiatives (e.g., workforce, data)
<p>Te whakarite me te kōkiri i tētahi mahere ōritetanga hauora, haumarū ahurea hoki</p> <p>Delivery and operationalisation of health equity and cultural safety action plan</p>	<ul style="list-style-type: none"> • Effective program management and actions to deliver action plan • Achieves and delivers goals and outputs respectively outlined in action plan
<p>Te whakawhanake me te whakahou taputapu ā-waeture</p> <p>Regulatory tool development & refresh</p>	<ul style="list-style-type: none"> • Lead the development and reinvigoration of evidence-informed regulatory tools which enable, support and measure health equity, cultural safety & Te Tiriti competencies and practices which effectively protects the health & wellness of the NZ public
<p>Te whakawhiwhi huanga whai kōunga hei tautoko i ngā whāinga rautaki a te Kaunihera</p> <p>Delivers quality results that contribute to Council's strategic goals</p>	<ul style="list-style-type: none"> • Provide and know when to seek advice on key iwi and Māori relationships, critical equity issues for Māori and regulatory matters to improve health outcomes for Māori • Lead and support the delivery of Council's Strategic Plan and projects as delegated by Council and Chief Executive
<p>Te tirohanga whānui : ko te tārai haere i te aronga me ngā mahi auaha hei ngā taumata rautaki, whakahaere, mahi hoki</p> <p>Taking the wider view: shaping direction and</p>	<ul style="list-style-type: none"> • Contribute useful ideas that are workable and effective in helping to achieve Council's strategic objectives • Be aware of international research and trends and their possible application to Aotearoa New Zealand pharmacy • Be prepared to challenge the status quo and to support necessary changes that achieve Council goals • Strive to contribute new ways of looking at, and solving, problems

Key accountability or deliverable	Key requirements & indicators of success
innovation at strategic, management and operational levels	
Ōritenga Ōritetanga: Equity in partnership	<ul style="list-style-type: none"> • To ensure equity, for Tangata Whenua, is central to our commitment under Te Tiriti o Waitangi, and in a manner which integrates iwi understandings and aspirations. • Ensure the professional and political integrity of Council by carrying out all functions in accordance with Te Tiriti o Waitangi • Understands equity from a Treaty perspective • Work practices demonstrate Manaakitanga best practices including authentic partnership, consultation, mahi tahi approaches to decision making and improvement. • Māori Protection of Māori needs, values and beliefs • Demonstrate commitment to He Korowai Oranga • Effectiveness for Māori • Shows sensitivity to cultural, spiritual, and social complexity in the workforce and patient populations.
Kaiārahitanga Leadership	<ul style="list-style-type: none"> • Model good work practices, including commitment to Council's published values and strategy, expectations of fair work, effective work practices and management of personal wellbeing • Demonstrate sound, independent judgement and flexibility in the face of changing organisational requirements • Seek opportunities for own professional learning that align with organisational goals.

NB: The Pharmacy Council retains the right to vary the position description should this be required to meet operational and business requirements.

Ngā Āhuatanga me ngā Āheinga Tangata

Person Specification & Competencies

Themes	Essential	Desirable
Ngā tohu mātauranga Qualifications	<ul style="list-style-type: none"> Relevant undergraduate qualification and/or equivalent experience 	<ul style="list-style-type: none"> Relevant postgraduate qualification or equivalent experience
Ngā wheako e hāngai mai ana ki te tūranga Job role specific experience	<ul style="list-style-type: none"> Competent in Te Reo Māori Confident in applying Tikanga Māori values and ethics, taking a by, for and with Māori, iwi and hapū approach to problem solving Confident in Mātauranga Māori, Te Ao Māori and Kaupapa Māori Working knowledge of Te Tiriti o Waitangi and Māori health models and frameworks into practice Strong track record in authentic relationship building with good facilitation, communication, and presentation skills Critical appraisal skills & problem solver Project development and management and/or quality improvement experience Ability to conduct effective environmental scans, critically analyse and summarise data in a way people understand Experience drafting reports and documents Experienced in both quantitative and qualitative analysis 	<ul style="list-style-type: none"> Fluent in Te Re Māori In-depth knowledge and expertise in Tikanga Māori and kawa, Mātauranga Māori, Te Ao Māori and Kaupapa Māori Expert knowledge of Te Tiriti o Waitangi and Māori health models and frameworks into practice Registered health professional and/or background (e.g., pharmacist, nurse, allied health) Strong project management practitioner (e.g., PRINCE-2, Lean, Agile) and/or quality improvement Experience working in regulatory &/or central or local government environments
Ngā tautohu eke taumata Critical Success	<ul style="list-style-type: none"> Operate within and demonstrates Manaakitanga and Council values of Whaioranga (pursuit of wellbeing), Tikanga (correct processes), Rangatiratanga (leadership) and Ōritetanga (equity in partnership) Be passionate about ensuring and improving the health & safety of Aotearoa NZers we serve 	
Ngā āhuatanga ā-tangata Attributes	<ul style="list-style-type: none"> High emotional intelligence, communication, and interpersonal skills with an ability to bring people together to work towards common goals Positive attitude and enthusiasm Quality fan problem solving focused: Ability to embrace and implement innovative improvements to the organisation and adopts a continuous improvement methodology which consistently seeks to exceed expectations Team centred: Ability to work independently & as a member of a team & whānau Results driven and self-manages: Ability to set standards for self; be self-directed, reflective and self-motivated. Learning and Adaptability: Ability to adapt to change; develop competencies for current and future job needs. Well organised and adaptable with an ability to meet deadlines Effective programme management facilitation, relationship, oral and written communication skills Computer literate and proficient with the use of Microsoft packages and other e.g. Excel, Word, PPT. Excellent analytical skills and skilled in translating legislation, regulations, and policies into operational systems Use reflective practice to facilitate personal & professional learning See possibilities, potential, and tangible opportunities to create an outstanding, integrated healthcare system. Believe in and demonstrate in practice a co-design and true partnership approach. 	

Figure 1: Organisation structure and systems (to be further defined)

