



POSITION DESCRIPTION

Pou Tikanga Cultural Kaimahi

Taumata Korero | Hauora Hokianga Vision and Values

Tirohanga Matua – Our Vision

Whānau Oranga

Kia eke rawa te taumata manaaki tāngata, manaaki
whānau, manaaki kainga

*achieved through collaboration and service
excellence*

Ngā Pou Matua – Guiding Principles

To achieve our vision, we are committed to:

- Te Tiriti o Waitangi, the founding covenant of Aotearoa New Zealand,
- Equitable health and wellbeing outcomes,
- Provision of high-quality, integrated, and holistic health and wellbeing services,
- Offering a service with no cost at the point of need.

Ngā Whainga Matua – Our Values

Rangatiratanga

leadership role modelled at all levels that supports self determination over one's health and wellbeing

Manaakitanga

expressed by extending respect, humility, kindness and honesty

Whanaungatanga

created through shared experiences and working together, demonstrated by effective relationships and collaboration

Wairuatanga

enhanced by celebrating identity and uniqueness that promotes a culture of holistic wellbeing

Turanga Mahi | The Position

Reports to: Mental Health Team Leader / Nurse Practitioner

Job Status: Permanent, Part-Time

Department/Team: Mental Health & Community Services – Tai Timu Tai Pari

Direct reports: n/a

Delegated Financial Authority (if applicable): n/a

Last updated: September 2025

Position Purpose

This position is part of Ngā Ngaru o Tai Timu Tai Pari - the Kaupapa Māori Primary Mental Health and Addictions Services (Tuakana Stream) for the Te Tai Tokerau Region led by Ngāti Hine Health Trust. Based on a Kaupapa Māori Paradigm, this service addresses the needs of Tangata Whaiora who are experiencing mild to moderate levels of distress, and their whanau. Hauora Hokianga are a regional partner with the following positions working across the Hokianga Region:

- Clinical Kaimahi (Pou Matua)
- Kaupapa Māori / Cultural Kaimahi (Pou Tikanga)
- Non-Clinical / Support Kaimahi (Pou Manaaki)

The primary objective of this role is to provide local cultural knowledge, advocacy, support, practices expertise, and undertake cultural engagements and assessments where appropriate, for Tangata Whaiora and their whānau.

Kawenga Tikanga | Key Accountabilities

Key Result Area	Expected Outcomes
Cultural Interventions	• Provide cultural supports and interventions that successfully develop resilience, empowerment and maintenance of connections to whānau, marae, hapu and iwi • Enhance and build a strong sense of identity and overall wellbeing for whānau and individuals, while strengthening knowledge of and connection to culture through effective cultural consultation, cultural planning, and advocacy.

	To facilitate the creation of a culturally appropriate and supportive environment within the delivery of services
Delivery of Group Programmes / Waananga	- Lead the facilitation of both individual work and programmes which reflect local Kaupapa and Tikanga insights for a Kaupapa Māori Primary Mental Health and Addiction service which include: - whānau-centred; - delivering 'For Māori, by Māori'; - kaupapa and tikanga Māori principles and practices; - strong in Te Reo Māori; - skilled in Tikanga; - steeped in Mātauranga Māori
Contribution to the Service	- Support the delivery of culturally, ethically and professionally appropriate mental health and addiction services following guidelines, policies and procedures - Attend and actively contribute to multi-disciplinary team meetings - Carry out any such duties relevant to the position as may be required by the Team Leader / Coordinator
Team Effectiveness and Communication	- Maintain effective internal team relationships and communication with other team members as well as others within Ngā Ngaru o Tai Timu Tai Pari – Primary Mental Health and Addictions - Maintain effective relationships and liaison with external agencies - Ensure regular and ongoing consultation with the multidisciplinary team providing Ngā Ngaru o Tai Timu Tai Pari services - Provide information and feedback to other team members in an effective and professional manner, promoting a co-operative and positive team working environment - Attend and actively participate in staff and quality meetings and any training for those providing Ngā Ngaru o Tai Timu Tai Pari services - Contribute to and participate in service planning, delivery, and implementation
Quality and Continuous Improvement	- Demonstrate a good understanding of effective quality practice in the healthcare environment - Actively participate in continuous quality improvement to support a high standard of delivery - Implement best practice and evidence-based approaches in all aspects of work - Support and provide input to a team environment in which quality, performance improvement, service and organisational objectives are a routine part of daily work practice - Liaise with the quality coordinator when required concerning both internal and external audits - Work in accordance with Hauora Hokianga internal policies and procedures, legislation and relevant professional and sector standards
Health, Safety and Wellbeing	- Displays commitment through actively supporting all safety and wellbeing initiatives - Ensures own and others safety at all times - Complies with relevant safety and wellbeing policies, procedures, safe systems of work and event reporting - Reports all incidents/accidents, including near misses in a timely fashion - Responds to Health and Safety issues promptly, assessing and undertaking appropriate corrective actions, and completing in-house reporting procedures in a timely manner - Ensures corrective actions to work practice are communicated to the team effectively and in a timely manner - Is involved in health and safety through participation and consultation

Kawenga Matauranga | Knowledge, Skills and Experience

Qualifications

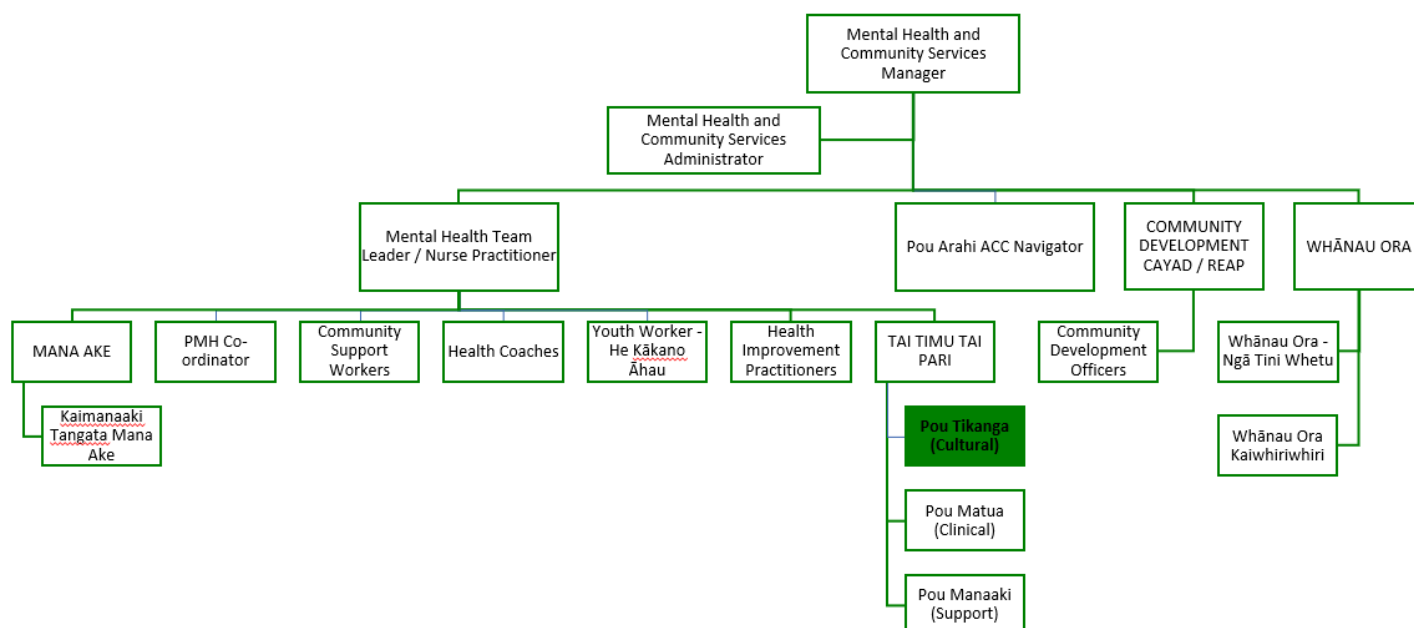
- Relevant qualification and/or comparable relevant experience of at least 2 years' experience working in Māori Health or Mātauranga Māori
- Proficient in Te Reo me ona Tikanga (eg, Reo Korero, Karakia, Mihimihi, Karanga, Powhiri, Whakatau, Tuhinga Reo, Waiata, Tikanga marae)
- Knowledge and experience of social issues for Māori, particularly in Te Taitokerau
- Full Drivers License is required

Knowledge, Skills and Experience

- Understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Understanding of, or willingness to develop knowledge and engage with Te Ao Māori - Tikanga, Kaupapa, Te Reo and Rongoā
- Demonstrated knowledge and understanding of Māori culture and issues affecting Māori communities and whanau
- Training and experience in Māori Cultural Models of practice
- Knowledge and experience of issues for Māori effected by mental health and addiction issues
- Good computer skills, particularly MS Word and Outlook
- Ability to manage complex and conflicting priorities
- Excellent communication skills, written and oral, with the ability to communicate clearly, concisely and in plain language
- Excellent organisational skills, prioritising and managing time in a fast paced / busy environment
- Excellent influencing and persuading skills
- Reliable and flexible in response to work priorities, issues and pressures
- Treats others with respect and dignity
- Ability to work effectively independently and as part of a multi-disciplinary team
- Recognises patient rights to be treated as an individual and with equity, including a sound understanding of and respect for the social, cultural and spiritual norms of others.
- Ability to act with sensitivity regarding rights to privacy and confidentiality.

Kawenga Whanaungatanga | Relationships

Your place in Hauora Hokianga



Key Internal Relationships

- Mental Health & Community Services team
- Other Managers and staff

Key External Relationships

- Groups, whanau and individuals from the community
- Health and Social Service agencies
- Other service providers
- Ngā Ngaru o Tai Timu Tai Pari (Kaupapa Māori Mental Health and Addictions Regional Collective)

Tuhinga Whakaae | Acknowledgement and Approval**Organisational Requirements**

Employees are expected to support the aims and objectives of Hauora Hokianga through:

- Understanding and implementation of Hauora Hokianga's strategic plan and objectives.
- Being aware of and adhering to Hauora Hokianga's policies and procedures.
- Participating in quality and continuous improvement.
- Demonstrating a commitment to our organisational shared values.

Key responsibilities and accountabilities for this position should not be considered definitive. Accountabilities and outcomes may be added, deleted or modified, in consultation with staff as necessary. Knowledge, skills and experience required will be reviewed in line with performance review and development process unless required earlier.

Employee Signature: _____

Date: _____

Manager Signature: _____

Date: _____