

CULTURAL ADVISOR – PASIFIKA	
NAME	
TENURE	<ul style="list-style-type: none"> • .2 FTE • Permanent • Start Date:
PLACE OF WORK	Auckland or Christchurch
DEPARTMENT	
REPORTING TO	DP Culture and Language
DIRECT REPORT(S)	NA
FUNCTIONAL RELATIONSHIPS	<ul style="list-style-type: none"> • Cultural Advisors • Managers & Team Leads
TRAVEL	National as required
PURPOSE OF THE ROLE	<p>Reporting directly to the DP Culture and Languages, they will provide advice and strategy to guide organisational policy, procedure and practice that explicitly promotes the success and wellbeing of Pasifika ākongā and their aiga.</p> <p>They will help ensure Pasifika learners experience a strong sense of belonging, achieve excellent educational outcomes, and see their cultural identities valued and reflected in all aspects of school life.</p> <p>This person will play a key role in enabling and supporting staff and the wider organisation to build strong, authentic relationships with Pasifika learners, families, communities, and other key stakeholders. They will guide culturally responsive practices that center Pasifika values, languages, and worldviews, and support the integration of these into teaching, learning, and community engagement.</p> <p>They will also contribute to giving practical effect to Te Tiriti o Waitangi by working collaboratively with Māori leaders, while</p>

	<p>recognising the unique position and contributions of Pasifika peoples in Aotearoa. An understanding of current Pasifika education strategies and their alignment with kaupapa Māori approaches, as well as a sensitivity to Turi Māori and DHH cultures, is essential.</p> <p>Travelling nationally, they will facilitate and/or attend a wide range of fono and hui with confidence and cultural fluency. With a student focus, they will be committed to innovation in education and have an important role in ensuring Pasifika perspectives are embedded in decision-making processes at all levels of the organisation.</p>
<p>KEY ACCOUNTABILITIES</p>	
<p>Cultural Development – Guidance and Advice</p>	<p>Raise expectations of Pasifika success and support a sustainable school culture that enhances depth, understanding, respect and competency in Pasifika identities, language and cultures:</p> <ul style="list-style-type: none"> • Stakeholder engagement and connecting with local Pasifika groups in the community is critical for fostering the needs and aspirations of our Pasifika ākongā • Demonstrates equity and access through culturally grounded leadership • Champions high-quality, culturally sustaining learning opportunities for Pasifika ākongā • Supports the design of education services to build staff capability in engaging meaningfully with Pasifika communities • Partners with leadership to raise aspirations and achievement outcomes for all Pasifika learners • Ensures strategic plans and policies reflect the aspirations and identities of Pasifika learners • Promotes equitable workforce recruitment and development for Pasifika staff • Documents, reports and provides plans for approval that informs any change process • Advocates for professional development and mentoring of Pasifika staff. <p>Policies, processes and practice are reviewed and/or developed that provide for the best educational outcomes and cultural visibility of Pasifika students and staff:</p> <ul style="list-style-type: none"> • Reviews organisation-wide policy and programmes to ensure they include and promote Pasifika cultural identity

	<ul style="list-style-type: none"> • Advocates for respect and representation of Pasifika students and staff in policies and programmes • Assists in the adaptation of curriculum materials and activities to meet language and cultural needs of Pasifika students • Advises with policy and procurement review team in relation to Pasifika culture. <p>Advises with policy and procurement review team in relation to Pasifika culture:</p> <ul style="list-style-type: none"> • Ensures information is appropriately communicated to all ākongā, staff, stakeholders and community members • Supports colleagues to ensure all communications engage with the Pasifika community and positively reflect the organisation • Ensures consultation and engagement processes with ākongā, staff, whānau, and other stakeholders best meet the needs of ākongā Pasifika • Works in liaison with staff to ensure organisation-wide communications are appropriate and inclusive for all ākongā Pasifika, whānau, staff and stakeholders. <p>Pasifika cultural priorities are respected, with research, discussion and action around how to best embed these throughout the service:</p> <ul style="list-style-type: none"> • Is informed of the latest evidenced-based research, strategies and initiatives on best practice pedagogy for teaching and learning for ākongā Pasifika • Facilitates the sharing of evidenced-based research throughout the organisation to positively impact Pasifika learner and staff outcomes • Collaborates with appropriate Leads to ensure priorities for Pasifika staff and ākongā are embedded throughout the organisation’s programmes.
<p>Leadership – Is professional and in alignment with the strategic direction and in a manner that improves learning for all ākongā</p>	<p>Professional leadership throughout the organisation is effective, functional and based on integrity and respect:</p> <ul style="list-style-type: none"> • Builds and role models trusting relationships through active listening, caring for others, and demonstrating personal integrity • Leads with exemplary practice, acting as a mentor for staff • Effectively manages the delicate balance between supporting and challenging others • Provides opportunities for professional conversations that help to share expertise and strategies • Is open and responsive to professional conversations and feedback.

	<p>All departments, teams and individuals within the organisation support the strategic direction to align practice with the best interests of ākongā, staff and the community:</p> <ul style="list-style-type: none"> • Drives and models behaviours in a way that articulates, supports and furthers the school’s mission, vision and strategic direction • Collaborates with the Head of Culture and Languages to ensure tasks and deliverables align with the strategic direction of the school • Works collaboratively with colleagues to embed the Action Plan for Pacific Education into all areas of the school • Ensures plans take account of changing social, political, cultural and economic trends • Relates roles and tasks to the wider organisation’s mission, vision and strategic direction • Reviews how personal and departmental practice aligns with the mission, vision and strategic direction, suggesting improvements and implementing approved change. <p>Leadership in change management is evident throughout the organisation:</p> <ul style="list-style-type: none"> • Drives a philosophy that recognises the importance of ongoing innovation and change • Ensures changes are implemented smoothly in a way that is most likely to lead to the adoption of new practices • Demonstrates expertise in Pasifika Culture, enabling any change or initiatives to be informed by best practice and communicated effectively • Understands that change on a large scale invariably needs a team approach to leadership • Competently communicates the rationale for any change and encourages conversations, ensuring all staff feel heard in relation to their concerns and questions • Supports and leads staff development that results in positive and meaningful change • Monitors and assesses the impact of the change and adjusts when needed. <p>A proactive approach to problem solving is adopted by leaders, as they take steps to work through problems to create solutions:</p> <ul style="list-style-type: none"> • Explicitly checks own assumptions • Relates the problem to the wider vision and values of the organisation • Actively seeks the interpretations of others • Anticipates obstacles and how they could be overcome • Identifies and reports any risk to appropriate people in a timely manner.
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<p>Professional Relationships and Values</p>	<ul style="list-style-type: none"> • Ākonga and whānau • Colleagues, support staff and other professionals • External stakeholders, groups and individuals in the community <ul style="list-style-type: none"> • Has a team-focused ethic and contributes to the corporate life of the school • Fosters a climate of trust, modelling collegiality by working in partnership with other staff • Transparently relays relevant information to other staff in a clear and concise manner as needed • Represents Ko Taku Reo and participates as a member of internal and external committees and organisations. <p>There is commitment to promoting the emotional, mental and physical wellbeing of all persons within Ko Taku Reo:</p> <ul style="list-style-type: none"> • Takes all reasonable steps to provide and maintain an environment that is physically, socially, culturally and emotionally safe in keeping with the principles of Te Whare Tapa Whā • Promotes inclusivity throughout the organisation, ensuring all ākonga feel they belong • Takes all reasonable and practical steps to ensure the health and safety of self and others • Complies with any reasonable health and safety instruction, policy or procedure and ensure that all hazards, risks and incidents are reported according to protocol • Participates in any required emergency response or exercises to ensure that essential services are able to be maintained. <p>There is respect and commitment to all heritages, languages and cultures within Ko Taku Reo:</p> <ul style="list-style-type: none"> • Takes responsibility for growing their own, and others' confidence in culturally responsible practice • Acknowledges and respects the languages, heritages and cultures of all • Demonstrates commitment to the bicultural partnership in Aotearoa and gives organisational practical effect to Te Tiriti o Waitangi • Has a good understanding (or is committed to developing an understanding) of Deaf Culture. Is committed to improving the use of NZSL across the organisation • Appreciates, respects and affirms others and works effectively with all to create a positive and collaborative school culture. <p>Staff are committed to ongoing learning, engaging in both formal and informal professional learning and development in their professional practice:</p>
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	<ul style="list-style-type: none"> Engages in the appraisal process, ensuring documentation is complete, is engaged in self-reflection, and ensure progress towards and/or achievement of performance indicators Identifies professional learning goals in consultation with colleagues Identifies and initiates learning opportunities to advance personal professional knowledge and skills Participates responsibly in professional learning opportunities within the learning community Commits to developing personal skills in the use of NZSL <p>Any additional tasks and/or responsibilities are completed, as requested by the Head of Culture and Languages:</p> <ul style="list-style-type: none"> Ensures all tasks are completed efficiently and to a high standard Is professional in their appearance and manner, positively representing themselves and the organisation to ensure positive perceptions from the internal and external community <p>Performs additional duties in an efficient manner, to the required standard and within negotiated timeframes.</p>
PERSON SPECIFICATION	
Qualification(s) and Technical Skills	<ul style="list-style-type: none"> Tertiary qualification in Education or similar (or extensive experience) Conversational skills in NZSL Full NZ Driver's License
Experience and Knowledge Profile	<ul style="list-style-type: none"> Experience and expertise in Pasifika culture, education and process Experience with Special Education in New Zealand Experience in NZ Education sector
Key Competencies	<p>Decision Quality / Sound Judgement Makes good decisions based on a mixture of data, analysis, experience and good judgement. Is sought by team members for advice, approval where applicable, and solutions</p> <p>Planning Accurately scopes out timeframe, difficulties in tasks, resources required, sets objectives and goals, breaks down work into process steps and tasks; develops schedules and task/people assignment with thresholds for decision-making; reviews and measures performance and costs against goals and evaluates outcomes</p> <p>Problem Solving / Analytical Skills Anticipates and adjusts plans for problems with pragmatism and a solution focus using rigorous logic; probes all probable sources and looks beyond the obvious for answers</p>

	<p>Peer Relationships and Collaboration Professional relationships that provide for collaboration, consultation and professional growth. Excellent communication skills both written and verbal; builds excellent rapport, checks assumptions and open to the ideas of others</p> <p>Interpersonal Savvy Excellent time management with ability to prioritise and multi-task. Reliable and efficient, adaptable, dynamic and articulate</p> <p>Professional Integrity and Trust Accountable, reliable and transparent. Builds and maintains trust with direct and kind communication. Consistently takes personal and full responsibility. Authentic reflective practice.</p>
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SIGNED:

DATE:

(enter name)

Cultural Advisor - Pasifika

(enter name)

DP Culture and Language