



POSITION DESCRIPTION

TITLE	Pouwhiringa - Maori Culture Lead
REPORTS TO	Communications Director
LOCATION	Auckland, New Zealand
DIRECT REPORTS	Nil
STATUS	Full time
DATE	October 2025

ORGANISATIONAL BACKGROUND

The New Zealand Olympic Committee (NZOC) is an independent, charitable organisation responsible for providing support and resources to enable New Zealand athletes to achieve at the highest levels of their sport and to excel at Olympic, Commonwealth and Youth Games.

The NZOC is recognised by the International Olympic Committee (IOC) and the Commonwealth Games Federation (CGF) as the representative body in New Zealand responsible for developing, promoting and protecting the Olympic Movement in this country as well as having responsibility for the selection and organising of New Zealand teams to Olympic, Commonwealth and International Youth Games.

Vision To inspire excellence and pride in New Zealanders

Purpose To enable athletes and teams to compete and excel on the world stage, and to maximise the impact of the Olympic and Commonwealth Sports Movements in New Zealand.

We value Excellence, Integrity, Leadership, Pride and Respect

PURPOSE OF THE POSITION

He pou hei whiri i nga kaupapa ki Te Whare a Pou Tangata

The Pouwhiringa's primary purpose will be to assist NZOC in its Te Ao Māori journey and the development of Te Whare o Pou Tangata alongside our culture of Manaaki across the organisation.

The role will develop initiatives to raise Māori cultural competency, confidence, understanding and capacity across all aspects of the NZOC's work. The role will be the lead management connection with Te Urunga Tū (the Maori Advisory Committee) and be guided and supported by them.

KEY RESPONSIBILITIES

1. Te Whare o Pou Tangata and our culture of Manaaki
 - The core of the role is to support the growth, understanding and embedding of Te Whare o Pou Tangata and our culture of Manaaki across all aspect of the NZOC delivery ensuring it is central to the way we operate:
 - Organisation - management and governance
 - Games Teams - athletes and sports
 - Brand and Commercial
 - Communications, Public Affairs, and Digital
 - Education and Legacy programmes
2. Building Māori cultural competency, confidence, understanding and capacity
 - Take a pro-active approach in developing initiatives that build the NZOC's understanding, competency, and capacity in Te Ao Māori, Te Reo and Mātauranga Māori.
 - Assist and guide NZOC personnel in all aspects of Māori cultural protocol and rituals.
 - develop and implement a cultural capacity and capability development strategy for the NZOC, that enables and empowers NZOC personnel to take charge of their cultural development.
3. Te Urunga Tū
 - In conjunction with the NZOC Senior Leadership Team, ensure there is a strong connection between Te Urunga Tū and the NZOC Board and Management.
 - Be the lead NZOC staff member that manages the NZOC's relationship with Te Urunga Tū.
 - With the assistance of the Executive Officer, support the Members and Communications Director with development of agenda, logistics, and actions for each meeting.
4. Iwi and Māori organisations
 - Connect and nurture NZOC's existing and new relationships with Iwi and Māori organisations.
 - Develop mutually beneficial relationships that advance the work of the NZOC and its athletes and its connectivity and authenticity.
 - Educate NZOC staff on Iwi and hapū relationships and corresponding tikanga and kawa.
5. Games time: Team Culture, Team Protocols, and Athlete Experience
 - Work collaboratively with NZOC's Team Leadership Groups, Chefs de Mission, Athlete Engagement Lead and Te Urunga Tū to ensure the New Zealand Team Manaaki is guided by Te Whare o Pou Tangata
 - Work with the Athlete Engagement Lead to ensure athletes and team members understand and are engaged with Te Whare o Pou Tangata and the Team Manaaki
 - Work with NZOC Senior Leadership and Te Urunga Tū to determine the need for and development and support of a Rōpū Tautoko at Games time.

- Create team tikanga/ rituals that are rooted in NZ's unique culture that are inclusive and support a high-performance environment
- Ensure Games-Time Tikanga Manual is current and up to date

6. Celebrating Te Whare o Pou Tangata

- Champion opportunities to celebrate and share our unique New Zealand identity and Te Whare o Pou Tangata through a Māori lens
- Assist with communications planning and storytelling to ensure that Māori perspectives and stories are reflected.

7. Financial and Project Management

- Support the development, and tracking of, the allocated budgets for projects and initiatives.
- Delegated authority to approve budget line items as determined by the Communications Director.
- Project manage or support agreed NZOC projects and activities, i.e. conferences, forums, events, or programmes.

8. Health and Safety

All NZOC employees have a responsibility to work towards maintaining a safe and healthy work environment for both work colleagues and visitors, including contractors.

This is achieved by:

- Practicing and encouraging safe work methods, using resources and equipment appropriately.
- Taking all reasonable and appropriate steps to minimise and where possible, eliminate the risk of harm or injury to others.
- Reporting all workplace hazards and accidents to the appropriate person or authority.
- New Zealand Olympic Committee policies and processes are observed and implemented on time and to standard.

KEY RELATIONSHIPS

The Pouwhiringa is expected to be proactive in building positive working relationships across the NZOC's work, as well as actively contribute to a positive and engaging professional team environment that reflects the work and ethos of the NZOC.

Internal

- NZOC leaders, staff and personnel
- Te Urunga Tū
- Chefs de Missions
- Team Leadership Groups
- Performance Support Teams
- NZOC Board and Commissions

External

- Athletes & Entourages
- Iwi, hapū and Māori organisations
- National Sporting Organisations
- High Performance Sport New Zealand
- Games Organising Committees
- Athlete Leaders Network

PERSON SPECIFICATION

Ngā tino pūkenga me ngā wheako – Knowledge, Skills and Experience

- Culturally well-grounded and able to clearly articulate tikanga and kawa.
- Proficient in Te reo Māori
- Highly capable to lead and build the cultural capability of others to learn and embed new cultural learnings and practices aligned to Te Whare o Pou Tangata
- Have the strength of character to firmly guide from a cultural perspective when others may not have the same opinion or experiences.
- Understands and is well connected with their own whakapapa, and has a support network within and is a regular contribution to their own Iwi and Hapū.
- Understanding of Te Tiriti o Waitangi, its articles and principles: partnership, participation and active protection.
- Excellent Communications skills
- Knowledge and experience in developing team culture and a proven ability to lead the development and implementation of team building initiatives and strategies in a Māori cultural context.
- Proven ability to develop and deliver strategies to enable others to grow and develop in te ao Māori.
- Demonstrated project management experience and ability to deliver on time and in budget.
- Proven ability to navigate complex situations or environments that are prone to change, and achieve desired outcomes.
- Has a track record in innovative and proactive thinking and implementation to deliver on strategy.

Application date due: 27 October

2025 Applications to

alex@olympic.org.nz