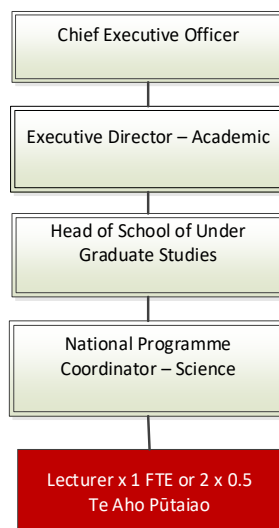


## Job Description

<b>Position Title</b>	Lecturer – Te Aho Pūtaiao (Bachelor of Environmental Studies (BES))	<b>Team/ School:</b>	School of Undergraduate Studies
<b>Position Holder</b>		<b>Date</b>	November 2025
<b>Reports to</b>	National Programme Co-ordinator Sciences	<b>Location</b>	Whakatane
<b>Agreed By (Please Sign)</b>	Position Holder		
	Manager/Team Leader		Date
	HR Manager		Date



### STATEMENT

#### The Wānanga:

- is firmly committed to the principle of equal opportunity for all, and recognizes the need to give practical effect to such responsibilities both as an employer and as an educational provider.
- provides a supportive, safe, and healthy environment which is conducive to quality teaching, research, and community service.
- is committed to providing a workplace free from harassment.

## PURPOSE OF POSITION

To assist the discipline of Te Aho Pūtaiao (BES) in meeting its programme outcomes. This includes teaching, research, and other general academic and administrative work. The position is also required to teach and support other sites and disciplines.

## DIMENSIONS AND AUTHORITY

**Staff** Nil

**Financial:** Nil

## RELATIONSHIPS

### **Internal:**

- School of Undergraduate Studies Staff
- Programme Administration
- Registry Staff
- Corporate Registry
- Other Staff

### **External:**

- Iwi and hapū
- Community and business organisations

## KEY RESULTS AREAS

You will be expected to teach on the Te Aho Pūtaiao (BES) programme and teach related subjects within the Wānanga. The role of Lecturer encompasses the following major functions or Key Result Areas:

1. Teaching
2. Research
3. Administration
4. Team and personal effectiveness
5. Effective Communication and client focus
6. General requirements of all Wānanga employees

Key Result Areas What am I meant to do?	How do I know I'm successful?
<b>KRA 1: Teaching</b> <ul style="list-style-type: none"><li>• Deliver to our students enrolled in our programme's education of the highest quality.</li><li>• The outcomes of courses taught exceed the performance requirements of NZQA/Te Whare Wānanga o Awanuiārangi Academic Board and other accreditation agencies</li></ul>	<ul style="list-style-type: none"><li>• Students can demonstrate a high level of knowledge and skills consistent with the course outlines.</li><li>• Determined outcomes of the course/programme exceeded. Students follow a coherent learning programme evidenced by;<ul style="list-style-type: none"><li>• Lesson plans</li><li>• Assessments</li></ul></li></ul>

<ul style="list-style-type: none"> <li>• Provide tutorial support to students enrolled in agreed Wānanga programmes distant from the main campus as required.</li> <li>• Promote and teach the Te Aho Pūtaiao (BES) programme of Awanuiārangi throughout New Zealand as required.</li> <li>• Recruit students to all and any Wānanga programmes as may be required from time to time.</li> <li>• Demonstrate a commitment to te reo Māori, āhuatanga Māori me ngā tikanga Māori.</li> <li>• Provide professional guidance to students on-campus, off-site locations, at Noho Marae, and on field trips.</li> <li>• Remain current in the use of the technology in education, teaching, and learning knowledge and current learning practices. Contribute to and practice the dissemination of such knowledge within the programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Students receive regular positive feedback on their progress, evidenced by formal results and evaluations.</li> <li>• Students have adequate access to tutorial support and assistance with online and distance learning</li> <li>• Assist the marketing director in promoting the programme as evidenced by increased student enrolments. Assist with off-campus marketing activities.</li> <li>• Incorporate te reo Māori, āhuatanga Māori, and tikanga Māori into the papers taught.</li> <li>• Participate in such activities. Evidenced by desk diaries, workbooks, and meeting minutes. Agreed outcomes achieved.</li> <li>• Courses will reflect the best research and exemplary practices. Adopt and utilise the eWānanga Online Learning system for the delivery support of programmes. Professional and development outcomes.</li> <li>• Positive student evaluations.</li> </ul>
<b>KRA 2: Research</b> <ul style="list-style-type: none"> <li>• Engage in and complete approved research projects. This might mean your own small-scale projects or as part of a team on larger School or discipline projects receiving external funding. Research workload will be negotiated and recorded in your annual workload plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in research projects, completion of milestones, and final reports that exceed internal or external funding agencies' expectations.</li> </ul>
<b>KRA 3: Administration</b> <ul style="list-style-type: none"> <li>• Participate in and contribute to the administrative processes in the Wānanga.</li> <li>• Undertake particular tasks and responsibilities to maintain the effective and efficient administration of the Institute and Schools whose programmes we deliver.</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance at School, Programme, Academic Committee, and Wānanga meetings, involvement in policymaking and implementation of policy. Evidenced by meeting minutes.</li> <li>• Maintain time frames for the efficient administrative management of the programme(s) as evidenced by written communications.</li> </ul>
<b>KRA 4: Team and Personal Effectiveness</b> <ul style="list-style-type: none"> <li>• Participates as a team member.</li> <li>• Provides relief to team members during leave or peak workload.</li> <li>• Documents critical functions within areas of responsibility.</li> <li>• Where appropriate, carries out co-ordination duties effectively and efficiently.</li> <li>• Continually updates own knowledge and skills relating to technology, administrative systems, and other related to the position.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of positive participation in, and contribution to, team meetings and team effectiveness.</li> <li>• The team is supported as required.</li> <li>• Feedback evidence that good communication is fostered with the team and other staff members.</li> <li>• Timely completion of Programme Academic Committee (PAC) duties.</li> <li>• Work processes are updated on an annual basis.</li> </ul>

	<ul style="list-style-type: none"> <li>Professional development and training are undertaken as required.</li> </ul>
<b>KRA 5: Effective Communication and client focus.</b> <ul style="list-style-type: none"> <li>Develop effective relationships with stakeholders, clients, and external agencies through the provision of information and development of effective communication channels to influence quality thinking internally and externally, advocate across stakeholder organisations, work with agencies and other external organisations to contribute to the Quality Improvement way of working.</li> </ul>	<ul style="list-style-type: none"> <li>Effective relationships are built and maintained with relevant stakeholders, clients, and external agencies.</li> <li>Effective communication with relevant stakeholders, clients, and external agencies is maintained at all times.</li> <li>The reputation of TWWoA is positively built and maintained.</li> <li>A strong customer focus is maintained.</li> </ul>
<b>6. General Requirements of all Wānanga Employees</b> <ul style="list-style-type: none"> <li>Possess a student-centric work ethic. Actively seek to provide the best possible service to our students;</li> <li>Promote the Wānanga as a positive and dynamic learning environment;</li> <li>Strive for high student retention and success.</li> <li>Meet your obligations under the Health and Safety at Work Act 2015 by. <ul style="list-style-type: none"> <li>Being responsible for maintaining a safe and healthy workplace</li> <li>Following health and safety rules, policies and procedures,</li> <li>Reporting accidents, injuries and unsafe equipment, practices or conditions</li> <li>Taking reasonable care to look after your own health and safety at work, your fitness for work, and the health and safety of others.</li> </ul> </li> <li>Under the Public Records Act 2005, everyone working within Te Whare Wānanga o Awanuiārangi is responsible for creating and maintaining full and accurate records of the activities of the organisation, carried out within established records management guidelines;</li> <li>Create and maintain complete and accurate information and records within their domain in approved business information systems and applications in a timely manner as a routine part of their work practice;</li> <li>Comply with information and records management policies, standards, guidelines, and procedures;</li> <li>Be culturally aware and uphold EEO in all aspects of work and development;</li> <li>Participate in the Wānanga appraisal process;</li> <li>Improve and develop yourself through training and professional development opportunities;</li> <li>Undertake any other key duties as agreed with your manager.</li> </ul>	

The responsibilities and expectations outlined in this job description may, after consultation, vary from time to time according to the needs of the Team and the clients of the Wānanga. Instructions for any variances will be communicated by the Manager.

# Person Specification

Technical/Professional Qualification	
Essential	Desirable
<ul style="list-style-type: none"> <li>A minimum of a Master's Degree (or enrolled in a Master's Degree at the time of application) that is relevant to the fields of Mātauranga Māori and Mātauranga Taiao (Environmental Studies) and or Adult Teaching.</li> <li>An adult teaching qualification</li> <li>A current, unrestricted private motor vehicle licence.</li> </ul>	<ul style="list-style-type: none"> <li>A PhD or equivalent qualification.</li> </ul>

Experience	Desirable
<ul style="list-style-type: none"> <li>Previous tertiary teaching experience teaching degree-level papers.</li> <li>Experience in the delivery of the prescribed course and programmes, specifically in the subject areas of Mātauranga Māori, Mātauranga Taiao, Communication, Rangahau, Kaitiakitanga, Climate Change, Ecology, Geography, Earth Sciences, Natural Sciences, Environmental Legislation, Environmental Planning, Leadership, Whānau, Hapū, and Iwi, Environmental Sustainability and Technology.</li> <li>Relevant applied environmental work experience.</li> <li>Networks with relevant marae, iwi, hapū, and/or community groups.</li> <li>Proven research experience.</li> <li>Experience and a passion for blended learning.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and experience in the Wānanga sector.</li> <li>Evidence of sound relationships and commitment to Iwi, community, industry, and professional groups.</li> </ul>
Skills and Attributes	
<ul style="list-style-type: none"> <li>Te Reo Māori skills to at least intermediate level and a practicing knowledge of Tikanga Māori.</li> <li>Ability to combine Mātauranga Māori and Mātauranga Taiao in practice.</li> <li>Demonstrated excellence in teaching, using a variety of skills and a range of methodologies and techniques.</li> <li>Proven experience in relational and culturally safe and inclusive teaching and learning environments.</li> <li>Knowledge of current and critical issues in the environmental field of expertise and relevant to Māori and environmental studies, both nationally and internationally.</li> </ul>	<ul style="list-style-type: none"> <li>Te Reo Māori fluency.</li> </ul>

<ul style="list-style-type: none"> <li>• Ability to work autonomously and to complement and contribute to the work and outcomes of Te Whare Wānanga o Awanuiārangi.</li> <li>• Understanding and commitment to Equal Educational Opportunities and an awareness and understanding of Te Tiriti o Waitangi.</li> </ul>	
Competencies	Looks Like
<b>Values Alignment</b> Aligning personal values with organisational values. Modelling commitment to organisational values. Identifying and committing to personal goals, aspirations, and values, and integrating these into practice.	<ul style="list-style-type: none"> <li>• Examines and clarifies personal values and behaviours</li> <li>• Communicates and models organisational values</li> <li>• Uses organisational values in decision-making</li> <li>• Manages own personal development and learning.</li> </ul>

<b>Tauira/Customer Service</b> Proactively develops student/customer relationships by making efforts to listen to and understand the tauira/customer (both internal and external); anticipating and providing solutions to tauira/customer needs; giving high priority to tauira/customer satisfaction.	<ul style="list-style-type: none"> <li>• Focuses on tauira/customer needs and meets or exceeds their requirements</li> <li>• Clarifies tauira/customer needs</li> <li>• Confirms satisfaction</li> <li>• Listens and empathises</li> <li>• Develops approaches that provide total solutions for tauira/customers</li> </ul>
<b>Work Standards</b> Setting high goals or standards of performance for self and organisation; being dissatisfied with average performance; self-imposing standards of excellence rather than having standards imposed by others.	<ul style="list-style-type: none"> <li>• Sets high performance standards</li> <li>• Emphasises high standards to others</li> <li>• Shows pride when standards are met</li> <li>• Shows dissatisfaction with substandard performance.</li> </ul>
<b>Attention to Detail</b> Accomplishing tasks through concern for all areas involved, no matter how small; showing concern for all aspects of the job; accurately checking processes and tasks; maintaining watchfulness over a period of time.	<ul style="list-style-type: none"> <li>• Clarifies details of tasks</li> <li>• Completes all details</li> <li>• Checks outputs for accuracy and completeness</li> <li>• Follows established procedures</li> <li>• Maintain a checklist to cover details.</li> </ul>
<b>Results Orientation</b> Establishing a course of action, individually or with a team, to accomplish specific goals that are challenging and beyond current expectations. Working with team members to plan their assignments and the appropriate allocation of resources. Establishing procedures to analyse and monitor the results of delegations, assignments, or projects.	<ul style="list-style-type: none"> <li>• Sets clear, challenging accountabilities and performance objectives and measures the results</li> <li>• Commits to action individually, or in the team</li> </ul>
<b>Technical/Professional Knowledge</b>	<ul style="list-style-type: none"> <li>• Understands technical terminology and developments</li> </ul>

Having achieved a satisfactory level of technical and professional skill or knowledge in position-related areas, keeping abreast of current developments and trends in the area of expertise.	<ul style="list-style-type: none"> <li>• Knows how to apply a technical skill or procedure</li> <li>• Knows when to apply a technical skill or procedure</li> <li>• Performs complex tasks in the area of expertise.</li> </ul>
<b>Teamwork/Collaboration</b> Building and participating in effective teams to accomplish organisational goals. Understanding the importance of collaboration and shared values in creating a high-performance environment. Understanding that teams are to drive for better results and enhanced performance, teamwork is as important as teams.	<ul style="list-style-type: none"> <li>• Contributes to team development, shares ideas, and achieves results</li> <li>• Clarifies roles and responsibilities, and priorities</li> <li>• Looks to help others</li> <li>• Supports team decisions and shares accountability within the team</li> <li>• Works co-operatively and exchanges information freely.</li> </ul>

## TE WHARE WĀNANGA O AWANUIĀRANGI - VISION, MISSION AND VALUES;

### VISION

*Rukuhia te Mātauranga ki tōna hōhonutanga me tona whānuitanga. Whakakiia ngā kete a ngā uri o Awanuiārangi me te iwi Māori whānui ki ngā taonga tuku iho, ki te hōhonutanga me te whānuitanga o te mātauranga kia tū tangata ai rātou i ngā rā e tū mai nei.*

Pursue knowledge to the greatest depths and its broadest horizons. To empower the descendants of Awanuiārangi and all Māori to claim and develop their cultural heritage and to broaden and enhance their knowledge base to be able to face with confidence and dignity the challenges of the future.

### MISSION

*Ū tonu mātou ki te whai ki te rapu i te hōhonutanga o te mātauranga kākanorua o Aotearoa, kia taea ai te kī, ko wai anō tātou, me te mōhio ko wai tātou, kia mōhio ai nō hea tātou, me pēhea hoki tātou e anga whakamua.*

*Parau ana tēnei ara whaingā, hei whakapūmau anō i te tino rangatiratanga, hei taketake ai te ihomatua Māori me ōna tikanga kia ōrite ai te matū ki ngā mātauranga kē.*

*Koia rā ka tū pākari ai, tū kotahi ai hoki me ngā iwi o te ao tūroa. Koia nei te ia o te moemoeā me ngā tūmanako o Te Whare Wānanga o Awanuiārangi.*

***Haere mai... Me haere tahi tāua.***

We commit ourselves to exploring and defining the depths of knowledge in Aotearoa, to enable us to re-enrich ourselves, to know who we are, to know where we came from, and to claim our place in the future.

We take this journey of discovery, of reclamation of sovereignty, establishing the equality of Māori intellectual tradition alongside the knowledge base of others.

*Thus, we can stand proudly together with all people of the world.* This is in part the dream and vision of Te Whare Wānanga o Awanuiārangi.

### VALUES

***Manaakitanga:*** To respect and care for students, our manuhiri, our communities, and each other.

***Whanaungatanga:*** To value all relationships and the kinship connections with our students, our communities, and each other.

***Kaitiakitanga:*** To ensure the ongoing sustainability of our organization and to protect and support the unique obligations we have to Ngāti Awa, Mataatua, and wider whanau, hapu, and marae.

***Pūmautanga:*** To commit to excellence and continuous improvement in everything we do.

***Tumu whakaara:*** To inspire and ethically lead through example and outstanding practice.



## BACKGROUND

Te Whare Wānanga o Awanuiārangi is a vibrant and exciting tertiary education institution providing a dynamic learning environment where students can discover their own potential for educational success.

Our programmes are designed to ensure academic excellence and student success. We provide quality educational experiences across various disciplines and set high standards for students and staff. Our growing research capacity informs quality teaching and learning, as well as ongoing programme re-development.

As a Wānanga, Te Whare Wānanga o Awanuiārangi is charged with delivering tertiary programmes grounded in Kaupapa Māori and Āhuatanga Māori. This means that Māori knowledge and practices are central components to the academic programmes, teaching delivery, and student experiences.

Tikanga Māori and Te Reo Māori are central to the way in which we operate and are reflected across Te Whare Wānanga o Awanuiārangi in our programmes and practices. While some of our programmes have a high level of Māori language emphasis, others are designed to support new and emerging language learners.

Te Whare Wānanga o Awanuiārangi further provides programmes that are portable and transferable both nationally and internationally. Therefore, it is important that we explore and integrate the worldview of both Māori and other indigenous peoples and engage in and critique the worldviews of others.

Transformative approaches to educational achievement are a cornerstone of our broad and unique programme offerings, as we focus on providing an education that will encourage and support community development and growth, enabling educational portability for our students both within Te Whare Wānanga o Awanuiārangi and the wider tertiary sector.

Operations are based at three locations – Whakatāne, Tāmaki Makaurau (*Auckland*), and Whangarei. We also deliver on marae across the Te Ika a Maui (*North Island*).

### School of Undergraduate Studies

The School of Undergraduate Studies develops and maintains

- Programmes for educators who, through critical discourse, will promote and enhance current and future student learning potential
- Research programmes that enhance Māori knowledge, resources, capability, and capacity in business and management.
- Leading-edge capability in educational delivery systems and learning design.
- An integrated set of timely and appropriate programmes online.
- Regional, national, and international alliances to enhance our learning and research