

Position Details	
Position Title	Principal Iwi Strategy and Partnerships Advisor
Manager's Title	Relationships and Engagement Manager Monitoring and Assurance Manager (Treaty) Capability Development Manager (Treaty and Māori)
Group	Iwi Strategy and Partnerships
Band	G
Date	June 2026
Approved by	Deputy Director-General, Iwi Strategy and Partnerships

Public Service

Ka mahitahi mātou o te ratonga tūmatanui hei painga mō ngā tāngata o Aotearoa

I āianeī, ā, hei ngā rā ki tua hoki, he kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a Ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hāpori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

About DOC

The Department of Conservation *Te Papa Atawhai* (DOC) protects and sustains nature for current and future generations. Our purpose is to ensure that Papatūānuku thrives. We do this by:

- Protecting land, species, ecosystems, and cultural heritage for conservation purposes
- Managing threats and adverse impacts
- Being a voice for conservation
- Connecting people to nature

All New Zealanders have a role in keeping nature healthy. We partner with whānau, hapū and iwi and collaborate with commercial partners, NGOs, volunteers, and government agencies to improve conservation outcomes.

Role purpose

To lead and support significant strategies, projects and programmes that enable the Department to work towards being an honourable Treaty partner, giving effect to the principles of the Treaty of Waitangi in all our work.

General

Employees are required to respond to DOC's changing needs, performing other tasks as reasonably required.

DOC may make reasonable changes to the role in consultation with the role holder.

You are required to maintain a strict sense of personal ethics, maintain confidentiality and privacy, and abide by DOC's Code of Conduct.

Accountabilities

Accountability areas	Activities
Leadership and Integration	Engage with senior leaders to identify issues in the specialist area for your unit Lead design, development and implementation of significant initiatives and projects as assigned, aligning, and integrating with the work of other groups Shape and reinforce the design of systems and initiatives across the organisation, supporting others to deliver Lead and facilitate collaboration around the organisation on the design of solutions to create, implement and embed fit for purpose initiatives Evaluate and report on effectiveness of interventions and remediate issues as necessary Lead the design and implementation of cross sector initiatives as required
Leadership Support	Working closely with the relevant Tier 4 Manager Support the Kaihautū and DD-G with strategy development and planning Prepare papers for Senior Leadership Team, Treaty Oversight Group, and the Minister Support significant leadership meetings with Treaty partners and Te Papa Atawhai, and senior officials of other agencies Proactively identify and remediate risks and issues
Thought Leadership	Research best practice approaches to inform strategic interventions

Accountability areas	Activities
	Recommend innovations, improvements and interventions for strategy and work programmes tailored to DOC's context and strategic direction Utilise key leverage points in the system to effect systemic change Monitor trends to identify issues and opportunities requiring intervention and develop appropriate responses Lead regular debriefs and learning reviews to ensure we learn from experience and apply learning Provide expert advice, coaching and mentoring to influence across the organisation
Treaty Partnership	Have effective relationships with and work collaboratively alongside whānau, hapū, iwi
Build and maintain effective Treaty partner, stakeholder and customer relationships	Work collaboratively with teams across DOC and contributing effectively to cross-functional teams Build and maintain effective relationships with key individuals and groups from Treaty partners, relevant sectors, and organisations Represent DOC and coordinate cross-agency initiatives within area of responsibility
Work management and delivery	Deliver on tasks as set out in work plans, performance expectations, and task assignments Identify critical issues and risks and ensure they are constructively raised and addressed Manage knowledge and information to ensure it is secure, current, and appropriate access protocols are applied Take all practical steps to ensure your own safety and the safety of others in the workplace

Capability

Capabilities Required	
Specialist skills, knowledge, and qualifications	Deep knowledge of the Treaty, its principles, and how to apply the Treaty in policy and operations Able to provide practical Treaty of Waitangi guidance, knowledgeable about different types of Treaty settlement redress and recognises when a policy or operational proposal is likely to impact on redress

Capabilities Required	
	Has strong networks with a wide range of Māori and iwi representatives, able to inform and develop engagement approaches Develops innovative solutions to highly complex problems using a complete understanding of practices, techniques, concepts and theoretical principles Able to successfully lead and implement initiatives in a large, geographically dispersed organisation Knowledge of NZ public service frameworks and requirements Project management skills Excellent relationship manager and a highly effective communicator, with a deep understanding of the power of language, tone, and the effect of good communication A relevant degree, or post-graduate qualification or equivalent relevant knowledge from experience Strong critical and systems thinking, analysis and design skills Can write advisory papers and articulate clearly Some proficiency in Te Reo and Tikanga
Collaboration, relationship building, communication and interpersonal skills	Ability to interact productively with a wide range of people Recognises importance of seeking and considering other perspectives Able to work effectively with peers to solve problems Gains trust easily and supports peers Demonstrates and fosters collaboration across teams
Organisation contribution	Provides considered feedback and input to decision making Identifies and suggests opportunities to do things differently Proactively seeks to understand organisational or wider context of own role
Delivering results	Plans and organises work to deliver on objectives High personal and professional standards and accuracy

Key working relationships

Internal	External
Peers and colleagues	Te Puni Kōkiri

Directors and Managers	Whānau, hapū, and iwi Other Government Agencies
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You are required to comply with the standard operating requirements of DOC, i.e., you must comply with the financial, health and safety, legal, people and other delegations set out in Standard Operating Procedures, policies, and instructions (refer to the Intranet for further information).