

Role Description

Title	Principal Advisor Treaty Strategy
Manager Title	Kaihautū Strategy and Policy (Treaty)
Directorate and Group	Iwi Strategy and Partnerships
Direct Reports	none
Band	T4 B
Date	7 April 2026
Approved By	Deputy Director-General, Iwi Strategy and Relationships

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 hapori, 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) serves to protect and restore nature spaces and species across Aotearoa.

At the heart of our success is our strong DOC culture, built on clear values. Our integrity grounds us, our connections take us further together, we empower ourselves and others to do the best work, so we achieve more for nature and New Zealand.

Role Purpose

The Principal Advisor Treaty Strategy is a senior specialist role responsible for shaping DOC's strategic approach to Te Tiriti o Waitangi/the Treaty of Waitangi across the conservation system. The role strengthens DOC's long-term Treaty direction by ensuring:

- Strategic priorities clearly reflect Treaty partner aspirations, Section 4 obligations and Treaty settlement intentions.

- Strategic outcomes align with DOC's purpose, vision, and priorities and a clear set of measures and indicators demonstrate progress being made.
- DOC's relationships with iwi, hapū and whānau are supported through clear, forward-looking strategies that recognise and enable Māori aspirations for conservation.
- Te ao Māori perspectives, mātauranga Māori and tikanga inform DOC's long-term planning, system settings and investment decisions.

The role provides authoritative strategic advice, leads complex cross-agency and system-level work, and connects iwi perspectives with DOC's strategic frameworks. As a Tier 4 role, influence is achieved through expertise, collaboration and relationship leadership rather than formal line management.

Key working relationships

Internal	External
Operations Directors and Managers Regional Treaty relationships and implementation staff Peers and colleagues	TBC

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. This could include adjustment of the allocation of portfolios and responsibilities among members of the leadership from time to time.

As a leader you are visible, open, and engaging, proactive, and agile. You move towards problems and challenges and not create barriers or assume something is someone else's responsibility.

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

Key Accountabilities

Accountability	Including ...
Strategic Leadership and Development	Lead the development, review and stewardship of DOC's Treaty-related strategic frameworks, direction statements and system-level strategies. Develop forward-looking insights and advice to support DOC's long-term Treaty commitments and partnership approaches. Provide strategic interpretation of Section 4 obligations and Treaty settlement expectations to help shape DOC's direction and investment choices.

Accountability	Including ...
	Identify future risks and opportunities relating to Treaty relationships, system change, and Māori aspirations in conservation.
Expert Strategic Advice	Provide high-value, actionable strategic insights to senior leaders, governance groups and Ministers (where required). Analyse complex issues and translate them into strategic advice that blends Te Ao Māori concepts with public sector decision-making. Prepare and quality-assure strategic papers, horizon scans, options analysis and briefing material. Guide the development of organisation-wide strategies to ensure they are Treaty-aligned and reflect Māori worldviews and priorities.
Relationships, Engagement and System Influence	Develop strong, trusted strategic-level relationships with iwi, hapū, Māori organisations and Treaty partners, ensuring Māori aspirations influence DOC's long-term direction. Work collaboratively with the Kaihautū network, Pou and Treaty Rangers to ensure regional and operational perspectives are reflected in system-wide strategies. Represent DOC in cross-agency strategic initiatives, contributing credible, well-reasoned Treaty perspectives. Build constructive relationships with central agencies, conservation partners and Treaty entities to support joint strategic outcomes.
Strategy Alignment and Organisational Integration	Ensure DOC's internal strategies, frameworks and work programmes align with Te Tiriti principles, Section 4 and settlement commitments. Provide strategic oversight to ensure Māori perspectives are embedded early in planning and system design processes. Support organisational prioritisation, ensuring strategic Treaty considerations are included in investment, resourcing and long-term planning.
Capability and Knowledge Building	Support strategic capability development across DOC through tools, frameworks, wānanga and targeted guidance. Build organisational understanding of Te Ao Māori concepts and Māori strategic priorities in conservation. Contribute to a culture of confident, future-focused and Treaty-aligned decision-making.

Capability

Capabilities Required	
Specialist skills, knowledge, and qualifications	<u>Essential</u> Deep understanding of Te Tiriti o Waitangi, Crown–Māori relationships and system-level Treaty issues. Experience shaping strategy in a complex public-sector or Treaty-focused context. Ability to integrate te ao Māori, mātauranga Māori and tikanga into strategic frameworks and long-term planning. Strong analytical, conceptual thinking and horizon-scanning skills. Excellent communication and relationship-building capabilities, especially with iwi and Māori entities. Demonstrated ability to influence leaders and shape direction without formal authority. <u>Desirable</u> Proficiency or confidence in te reo Māori me ōna tikanga. Experience working with iwi, hapū, whānau or Māori organisations in a strategic capacity. Tertiary qualification in strategy, public policy, Māori studies, law or a related field. Understanding of DOC operations, Treaty settlements, the conservation system and wider public-sector strategy processes.
Treaty partnership	Understands the impact DOC and the wider public sector and government have on the Māori-Crown relationship Understands the obligations of the Crown under the Treaty of Waitangi as this relates to area of work Aware of the differences between Māori and non-Māori world views and knows how to access more knowledge Understands how Treaty settlement commitments impact area of responsibility A sound understanding of te ao Māori, te reo me ngā tikanga Māori

Capabilities Required	
Collaboration and organisation leadership	Works effectively to solve problems, gains trust easily and supports peers Demonstrates and fosters collaboration across teams Proactively informs, and provides frank advice on sensitive issues Has a broad understanding of government processes and politics and key interfaces with government and other public sector agencies Communicates clearly and with impact, and inspires, motivates, and influences Fosters culture of innovation, drives system and process improvements Leads cross-functional work and contributes to wider organisational outcomes
Delivering results	Plans and organises work to achieve required deadlines Manages and delivers on diverse priorities, effectively allocating time and resources Manages risk effectively through appropriate identification, categorisation, and evaluation and/or mitigation
Relationship management, interpersonal and communication skills	Works cooperatively and collaboratively with others; builds relationships with stakeholders and partners Connects with others, builds trust and listens Shares information proactively and seeks to support others Communicates clearly and sensitively with a wide range of audiences Gains active participation and/or support for initiatives, from senior leaders, staff, and senior stakeholders
Decision making and reasoning	Integrates wide ranging information to support effective decision making Seeks different perspectives to check for and mitigate unconscious bias

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).