



Our Vision: People who experience mental illness and addictions living well.

Our Mission: To contribute positively to the recovery of people who experience mental illness and addictions through the provision of quality community services, social housing and by supporting mental health sector development.

Job Description

Title: Kaiārahi Māori Strategic Manager
Location: 334 Lincoln Road, Addington
Reports to: Chief Executive Officer

Main Purpose of Position:

The Kaiārahi Māori Strategic Manager provides cultural, strategic, and organisational leadership to strengthen Comcare's commitment to Te Tiriti o Waitangi and advance equitable access and outcomes for Māori. This role leads the development and implementation of Māori strategic frameworks, builds cultural capability across the organisation, and fosters authentic relationships with iwi, hapū, Māori providers, and Māori communities.

As a trusted advisor to the Chief Executive and Executive Leadership Team (ELT), the Kaiārahi Māori Strategic Manager ensures Māori priorities, and perspectives are meaningfully embedded in organisational decision-making, service design, workforce development, and long-term planning.

This is a strategic, ELT role ensuring staff have the cultural capability and confidence to engage safely and effectively with Māori clients and whānau. This role is key to designing and influencing learning that builds authentic cultural understanding and supports a culturally responsive organisation.

This position champions Māori perspectives and values, enabling Comcare to deliver on our strategic aim to uphold Te Tiriti o Waitangi, strengthen collaboration with Māori communities, and address health inequities through culturally intelligent and responsive teams and services.

Functional Relationships:

Internal	External
CEO	Local Iwi and Hapū
Executive Leadership Team and Senior Management Team	Health New Zealand Te Whatu Ora, Government Ministry and NGO partner cultural advisor or equivalent
Team Leaders	Kaupapa Māori organisations
Comcare Staff and Volunteers	Other Māori leaders in health/housing sector organisations
Clients	Māori communities
Comcare Working / Advisory Groups	

Authorities: As per Delegations Policy







Functions	Key Responsibilities
Strategic and Annual Planning	<ul style="list-style-type: none"> • Lead the development and implementation of the Comcare Māori Strategic Framework • Further embed Te Ao Māori values, tikanga, and equity into Comcare’s planning processes. • Provide an Equity lens to key work streams, projects and new initiatives Provide Māori expertise across ELT strategic processes • Provide critical analysis and advice throughout the ongoing development of the organisation’s Māori strategy • Report regularly on progress against strategies and plans at a CE, Executive and Board level. <p>As a member of Executive Leadership Team, contribute to the development and leadership of Comcare:</p> <ul style="list-style-type: none"> • Deliver strategic and annual planning with the support of the Director Performance Risk and Assurance and the CE and oversee implementation. • Alongside the Director Performance Risk and Assurance develop measurements of success and monitoring capabilities. • Instigate, monitor and manage policy and process development for Comcare to enhance the integrity and performance of the organisation. • Ensure Comcare functions combine to achieve the financial commitments contained in their business plans and the annual budget. • Promote excellent management and “good employer” practices and policies. • Foster and embed a culture of continuous improvement across Comcare. • In conjunction with the CE, identify and develop a plan to engage with and influence sector partners and influencers to enhance the role and reputation of Comcare.
Cultural Capability & Workforce Development	<ul style="list-style-type: none"> • Support and guide kaimahi engagement with Māori and respond in ways that are culturally safe, respectful and effective. • In conjunction with the GM People and Capability lead Comcare’s cultural capability framework. • Continue to develop and grow Te Rōpū Maanaki capability, providing support and guidance. • In conjunction with the GM People and Capability build cultural leadership capability and develop future Māori leaders • Develop training, resources, and initiatives to strengthen cultural competency. • Provide guidance and resources for staff when working with clients and whānau. • Provide expert advice on tikanga, Te Reo Māori, and



	<p>engagement practices.</p> <ul style="list-style-type: none"> • Support organisational change that embeds Te Ao Māori values
Service Delivery	<ul style="list-style-type: none"> • Promote service delivery that focuses on achieving Māori health equity. • Provide Māori strategic advice on service design and quality improvement. • In conjunction with the Director of Services design and embed engagement approaches that amplify Māori client voices and provide meaningful insight into needs, priorities, and outcomes. • Develop safe pathways for Māori clients and whānau to enable voice and participation • Support teams to implement culturally inclusive practices. • In conjunction with the Director of Services lead development and planning initiatives that ensure internal and external services are culturally inclusive. • In conjunction with the Director of Services develop and build advisory and advocacy initiatives for clients.
Policy and Programmes	<ul style="list-style-type: none"> • Lead Māori related policy development. • Ensure all organisational policies and practices align with the intent of Te Tiriti o Waitangi and equity. • Develop initiatives to strengthen Māori participation and leadership. • Develop suitable policies and processes to support the cultural professional development of all staff.
Develop Meaningful Relationships with Stakeholders	<ul style="list-style-type: none"> • Provide leadership and strategic direction on the development and implementation of an engagement plan to progress partnerships and relationships with Māori. • Develop approaches for partnering with mana whenua, Māori with lived experience of mental health and addiction services and their whānau, Comcare Staff and other key Māori stakeholders such as Māori leaders in government agencies and mental health and addiction services, particularly Kaupapa Māori services. • Build collaborative and positive relationships across the wider mental health and wellbeing sector, in order to have an effective impact for Māori mental health and wellbeing. • Represent Comcare nationally and locally in Māori networks.
Māori Data Sovereignty and Equity Measurement	<ul style="list-style-type: none"> • Ensure collection and utilisation of Māori data aligns with Te Mana Raraunga principles • In conjunction with the Director of Services monitor and report Māori equity outcomes and influence service improvements using Māori led metrics • Provide the CE, ELT and Board with Māori equity insights and risks

Honouring te Tiriti o Waitangi	<ul style="list-style-type: none"> • Partner with the Executive Leadership Team to provide leadership and advice, and to inform planning and activities, to reflect Comcare’s commitment to being grounded in Te Tiriti o Waitangi. • Develop approaches for partnering with mana whenua, Māori with lived experience of mental health and addiction services and their whānau. • Work in partnership with clients and whānau to provide culturally responsive and appropriate support to improve outcomes and address inequities.
Leadership	<ul style="list-style-type: none"> • Inspire achievement and professional development through role modelling the values, communicating the vision, and engaging people with the Kaupapa, Uara and strategy of the organisation. • Create and foster a culture that encourages and supports diversity.
Health and Safety	<p>All ELT members share collective responsibility for ensuring a safe and healthy workplace. All ELT should demonstrate effective due diligence, support a positive safety culture, and ensure that health, safety, and wellbeing considerations are integrated into decision making by the following:</p> <ul style="list-style-type: none"> • Comply with Health and Safety at Work Act 20215 • Proactively support and follow Comcare’s Health and Safety programmes, policies and procedures. • Ensure services are delivered in line with Comcare’s Health and Safety Policies and Procedures. • Ensure the Wellbeing of Comcare’s clients, tenants and staff are at the forefront of any decision taken. • Actively uphold obligations under relevant health and safety legislation by staying informed about the organisation’s key risks and controls. • Seek and review information on health, safety, and wellbeing performance. • Escalate concerns or significant risks to the Chief Executive and the GM People and Capability. • Model safe behaviours and foster a culture that encourages open reporting, learning, and continuous improvement. • Support working environments where staff feel comfortable raising issues, reporting incidents, and contributing ideas for improvement. • Ensure incidents, near misses, and hazards are reported promptly, investigated appropriately, and followed up with corrective actions. • Participate in organisational reviews, audits, and assurance activities • Assess and mitigate and manage risk, including no cultural harm.

<p>Development</p>	<ul style="list-style-type: none"> • Actively participate in professional development to meet identified learning needs that promote and support excellent performance in the position. • Over time employees will, through the natural process of gaining confidence in their ability and understanding of the systems, operate more quickly and efficiently in the job they hold. This will free up time that could be used to develop and enhance their skills, knowledge and abilities. As a consequence of this, and because Comcare is interested in developing each employee to their full potential, each employee will from time to time be asked to take on extra duties that are designed to upgrade their skills, knowledge and abilities.
<p>Uphold and Role Model Comcare's Uara</p>	<div data-bbox="683 722 859 947">  <p>We Statement 'We offer a safe space to enable tāngata whaiora to find their own empowerment and support them to be leaders of their own journey.'</p> </div> <div data-bbox="683 1031 859 1255">  <p>We Statement 'We take a person-centred approach and nurture a sense of belonging through shared experiences and strengthening ties between whānau and communities.'</p> </div> <div data-bbox="683 1339 859 1564">  <p>We Statement 'We ensure that our mahi reflects a mana enhancing approach to strengthen hope for tāngata whaiora, with aroha, respect, integrity and trust.'</p> </div> <div data-bbox="683 1627 859 1852">  <p>We Statement 'We support the mana of each other through respect, collaboration and communication.'</p> </div>



We Statement

'We protect and preserve taonga for whānau and generations to follow.'

This Job Description is intended to describe the duties/responsibilities that the staff member will be expected to undertake in this position. It should not be considered as a complete and exhaustive list of all responsibilities, duties, or skills required of the position holder. From time to time, the position holder may be required to perform duties outside of their normal responsibilities as needed. This job description will be reviewed regularly in order for it to continue to reflect the changing needs of Comcare.

Person Specification

Essential Qualifications & Experience

- Significant Māori strategic leadership experience.
- Evidence of having developed Māori cultural competence and influenced strategic direction and implementation in an organisation
- Expertise in Te Tiriti, tikanga, and Te Ao Māori.
- Experience in leading cultural change, modelling and encouraging new ways of working, and reinforcing desired behavioural change.
- Experience developing and supporting equity initiatives.
- Ability to build trust with frontline staff, and leaders.
- Demonstrated track record of establishing credibility, personal impact and building excellent working relationships with a wide range of relevant internal and external stakeholders.
- Strong networks and extensive experience engaging with iwi, hapū and Māori organisations.
- Strong Te Reo Māori competency.
- Demonstrates professionalism and sound judgement
- Strong communication and facilitation skills.

Desirable

- Relevant tertiary qualification (e.g., Māori development, public health, leadership)
- A first-hand experience or strong interest in supporting those who have lived and are affected by mental illness, distress and/or addiction would be highly valuable.
- Experience of the New Zealand health and disability sector, particularly the mental health and addiction or housing sectors, is highly desirable.

This job description may evolve as Comcare's needs change and will be reviewed as required.



Date: April 2026

Signed by	Date	
Employee:		
Employer:		