

# He Whakamārama mō te Tūranga Position Description



**Te Kawa Mataaho**  
Public Service Commission



New Zealand Government

**Te Tūranga | Position** Chief Executive (Te Tumu Whakarae)

**Te Pokapū | Agency** Office for Māori Crown Relations – Te Arawhiti

**This position is a member of the Public Service Leadership Team**

## Te whāinga o te tūranga | Position purpose

The Office for Māori Crown Relations – Te Arawhiti (Te Arawhiti) supports the Crown in its obligations under Te Tiriti o Waitangi - Treaty of Waitangi (the Treaty) by progressing historical Treaty Settlements and Takutai Moana determinations. In 2024, Cabinet agreed to refocus the functions of Te Arawhiti to concentrate on closing out the Treaty settlement process and Takutai Moana applications in a timely manner. This reset has also clarified Te Puni Kōkiri's role as the government's leader on Treaty of Waitangi and Māori development matters, as well as Te Puni Kōkiri's responsibility for driving Māori policy.

Te Arawhiti is responsible for:

- o advising Ministers on completing historical Treaty of Waitangi settlements;
- o administering the Marine and Coastal Area (Takutai Moana) Act 2011; and
- o in the context of Treaty of Waitangi Settlements and Takutai Moana matters, providing strategic leadership and advice on contemporary Treaty issues and other matters for which responsible Ministers have a portfolio interest.

The Chief Executive of Te Arawhiti is required to ensure the organisation is structured and organised as efficiently and effectively possible to deliver on these priorities and ministerial expectations.

As the government's key advisor on historical Treaty settlements and progressing Takutai Moana applications, the Te Tumu Whakarae - Chief Executive (the Chief Executive) must have credibility with iwi, Treaty partner organisations and wider Māori stakeholder groups. They must be able to engage with public sector agencies to effectively support their engagement in Treaty settlements.

Te Arawhiti is a departmental agency hosted by the Ministry of Justice. The budget and FTE to be confirmed pending ministerial decisions.

## Ngā haepapa | Accountabilities

<p>Te pokapū   Agency</p>	<p>Te Arawhiti is a departmental agency, hosted by the Ministry of Justice. Te Arawhiti operates with a degree of operational independence from the Ministry, although within a framework of strategic, policy, and resource alignment. The Chief Executive therefore has a close working relationship with the Secretary for Justice.</p> <p>The Chief Executive, Office for Māori Crown Relations – Te Arawhiti will be accountable for:</p> <ul style="list-style-type: none"> <li>• Finalising historical Treaty Settlements in a timely manner;</li> <li>• Working with responsible agencies to ensure they are well briefed on any proposed Treaty settlement commitments;</li> <li>• Administering the Marine and Coastal Area (Takutai Moana) Act 2011 and Ngā Rohe Moana o Ngā Hapū o Ngāti Porou Act 2019;</li> <li>• In the context of Treaty settlement and Takutai Moana matters, providing strategic leadership and advice on contemporary Treaty issues and any other matter for which the appropriate Minister(s) have a portfolio interest; and</li> <li>• Maintaining respectful and productive relationships with iwi and hapū in the administration of Te Arawhiti’s functions and all other groups that Te Arawhiti deals with.</li> </ul>
<p>Ngā take mātāmua me mātua whai e angitu ai   Critical success priorities</p>	<p>The Chief Executive is expected to direct their effort and achieve success in the following areas:</p> <ul style="list-style-type: none"> <li>• Ensuring the functions of Te Arawhiti are efficiently organized, correctly sized and sustainable to align with organisational priorities and services.</li> <li>• Leading the delivery of the pipeline of future negotiations, with the aim of completing all Treaty settlements, and completing set milestones with groups currently in negotiation.</li> <li>• Developing programmes of work to complete all Takutai Moana applications, and to address the Marine and Coastal area (Takutai Moana) Act 2011, in line with government priorities and targets.</li> <li>• Ensuring Te Arawhiti’s structure adheres to best practice organisational design principles for minimal layers of management and consistent spans of management control to support ‘frontline’ roles to deliver on Treaty settlement negotiations and Takutai Moana determinations.</li> <li>• Ensuring the benefits of the departmental agency form will be maximized by fully utilising the corporate services available from the host agency, Ministry of Justice, and minimizing the need to have separate corporate functions embedded within Te Arawhiti.</li> <li>• Building and enabling strong and productive stakeholder engagement, to maintain public trust and confidence in particular with iwi and hapū, local government, private sector and community groups in advancing New Zealand’s interests as a whole through historical Treaty Settlement processes and Takutai Moana applications.</li> <li>• Establishing effective working relationships and attaining the trust and confidence of Public Service Chief Executive colleagues, including through supporting public service agencies to be well briefed of any proposed Treaty settlement commitments.</li> <li>• Promoting and demonstrating an appreciation and application of Māori cultural identity and cultural values, and respect for tikanga Māori, kaupapa Māori and te reo Māori.</li> </ul>

Te pūnaha   System	<p>As a Public Service chief executive, the Chief Executive of Te Arawhiti has the responsibilities, functions and duties as set out in the Public Service Act 2020, the Public Finance Act 1989 and other relevant statutes and legislation.</p> <p>As a member of the Public Service Leadership Team, the Chief Executive is responsible for providing strategic leadership that contributes to an effective and cohesive public service; working together to model leadership behaviours; and assisting the other members to fulfil their responsibilities.</p> <p>As a Public Service leader, the Chief Executive will:</p> <ul style="list-style-type: none"><li>• Support the Crown in its relationships with iwi and hapū under te Tiriti o Waitangi /the Treaty of Waitangi by developing and maintaining the capability of the agency and the wider public service to engage with iwi and hapū to understand their interests;</li><li>• Promote diversity and inclusiveness and have regard to the principle that, in order to achieve fairness in employment and a more flexible effective public service, it is desirable for the group comprising all public service employees to, as far as practicable, reflect the makeup of society;</li><li>• Preserve, protect and nurture the spirit of service to the community that public service employees bring to their work;</li><li>• Uphold the public service principles of political neutrality, free and frank advice, merit-based appointments, open government, and stewardship, and ensure that the agency you lead also does so;</li><li>• Demonstrate and uphold the values of the public service as set out in the Public Service Act 2020;</li><li>• Uphold the general responsibilities to the appropriate Minister, as set out in the Public Service Act 2020, including ensuring the integrity and conduct of the agency's employees.</li></ul>
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## Leadership Roadmap

The Chief Executive, Te Arawhiti must have competency in te reo Māori and demonstrate an ability and understanding of mātauranga Māori. They must have a clear Māori cultural frame of reference, model tikanga, and be able to demonstrate applied experience across a number of the dimensions set out below:

Organisational leadership and delivery	Sector Leadership	Content Expertise	Context Management
Repositioning and leading organisational change to achieve efficiency, effectiveness and influence.	A deep understanding of Treaty rights and interests and the Crown's relationships with iwi and Māori.	Providing quality support for public service chief executives and agencies engaging in the Treaty settlement process.	Maintaining effective working relationships and trust and confidence of Ministers.
Developing high quality, evidence-based advice on complex issues in collaboration with other agencies.	Credibility to be the Government's advisor on Treaty settlement negotiations and Takutai Moana applications.	An understanding of the system's wider leadership roles and how to support Crown Māori relationships.	Established, credible relationships with a broad range of iwi/hapū leaders, Māori business, organisations and community providers.
Building working relationships with regions, local government, iwi and hapū for delivery.	Working in a leadership role that builds trust and confidence in the relationships between iwi, hapū and the Crown.		Cultural (iwi/hapū and Māori) knowledge and capability.
	Managing competing interests and priorities within, and across, a broad stakeholder base.		

### Ngā hononga matua | Key relationships

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| Te Kāwanatanga   Government           | <ul style="list-style-type: none"> <li>The Chief Executive will have a direct relationship with the Minister for Treaty of Waitangi Negotiations, providing clear and regular communications on progress.</li> <li>The Chief Executive will also maintain relationships with other relevant Ministers, as agreed with the Minister for Treaty of Waitangi Negotiations, including the Minister of Justice, Minister for Māori Development, Minister for Māori Crown Relations, Minister of the Public Service and Minister of Finance.</li> </ul>                                                                                                                                                                                                                                                                                                      |
| Te ratonga tūmatanui   Public Service | <ul style="list-style-type: none"> <li>The Chief Executive of Te Arawhiti works closely with the Secretary for Justice as the host agency Chief Executive. Both Chief Executives will jointly develop and agree a Departmental Agency Agreement, which sets out the working arrangements between the agencies.</li> <li>Members of the Public Service Leadership Team.</li> <li>The Chief Executive, Te Arawhiti works closely with and support Te Kawa Mataaho Public Service Commission (the Public Service Commission) and Te Puni Kōkiri on common aims for the Public Service relating to Māori, and supporting Māori Crown relationships.</li> <li>The Chief Executive also maintains a close relationship with the Public Service Commission as they have primary accountability for Public Service and Chief Executive performance.</li> </ul> |

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- Te Arawhiti also works with other central agencies, the Department of the Prime Minister and Cabinet, and the Treasury.
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Ngā iwi me ngā hapori  
whānui | Iwi and wider  
communities

- Te Arawhiti has strong connections with iwi, hapū, Māori groups and local government and maintains these through programmes of work that support the completion of historical Treaty settlements and helping to recognise existing customary rights to the takutai moana.
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Te taumata o te  
āheitanga |  
Security Clearance

Appointment will be subject to a New Zealand Government **Secret** security clearance.

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Up to date information on Te Arawhiti's outcomes, organisational structure, dimensions and appropriations can be found on the website <https://tearawhiti.govt.nz/>