



Position Title: Kaupapa Māori Rōia (Intermediate/Senior)

Location: Tāmaki Makaurau (Manukau)

Hours: Full-time

Salary Range: \$85,000-\$115,000 (depending on experience)

Position Overview

YouthLaw Aotearoa is continuing to build a new approach to how we deliver legal services. The approach brings together two threads:

- Korowai Tūakiri – a framework for legal services grounded in kaupapa Māori values, tikanga Māori, and Te Tiriti o Waitangi
- A new operational model designed around community partnerships, capability building and systemic change.

The Kaupapa Māori Rōia is a crucial member of the team responsible for building this new approach.

You will champion the delivery of high-quality legal advice, representation, and advocacy to rangatahi Māori, whānau and the people who support them. Delivered through a partnership model, you will focus on supporting professionals in iwi and youth sector organisations to walk alongside rangatahi Māori clients who are navigating legal issues.

This role will see you gather critical insights into the training and advocacy needs of youth sector professionals, and the systemic legal issues facing rangatahi Māori. You will help YouthLaw and the organisations you work with to develop and implement solutions to these challenges.

This role blends legal excellence, strategic thinking and community engagement with a strong focus on empowering communities and addressing structural barriers that disproportionately affect Māori. You will work closely with the Kaihāpai Pouako Rangatahi on this kaupapa, providing direction, guidance and support.

Key Responsibilities

1. Rangatahi-centric legal assistance

- Provide high-quality legal advice, advocacy, and (where appropriate) representation to clients in line with YouthLaw Aotearoa policies.
- Work in partnership with other professionals so they can better support their rangatahi Māori clients to navigate the legal issues impacting them
- Work with rangatahi clients on an individual and whānau basis using a holistic, strengths-based approach.
- Ensure legal services are culturally responsive and aligned with kaupapa Māori principles.
- Support rangatahi to understand their legal rights, responsibilities, and options.
- Prepare legal documents, correspondence, and submissions as required.
- Maintain accurate, timely, and compliant client files and case management records.
- Participate in legal clinics and outreach services, including travelling within the rohe where required.

2. Strategy and evaluation

- Ensure services align with strategic priorities, empirical research and evidence, and best practice standards.
- Ensure community relationships are targeted to maximise access to justice for rangatahi Māori
- Participate in the ongoing evaluation and improvement of services
- Identify systemic issues impacting access to justice and help develop solutions

3. Professional standards and obligations

- Ensure all legal services meet professional obligations under the Lawyers and Conveyancers Act and relevant conduct rules.
- Exercise sound professional judgement.
- Contribute to maintaining high standards of legal practice within the team.
- Support internal legal discussions, peer learning, and shared problem-solving.

4. Community engagement

- Build and maintain strong relationships with iwi, hapū, marae, and youth sector organisations.
- Build and maintain strong relationships with community law centres who operate kaupapa Māori legal services
- Support the visibility and accessibility of YouthLaw Aotearoa across the motu
- Help identify emerging legal issues and unmet needs within the community and communicate these to the General Manager.

- Participate in hui, outreach events, and community-based clinics.

5. Community Legal Education

- Contribute to the development and delivery of professional development programmes for youth workers and other professionals who support rangatahi Māori.
- Contribute to the development and delivery of community legal education programmes to rangatahi Māori
- Present legal information in ways that are clear, practical, culturally relevant, and empowering.
- Support education initiatives led by Kaihāpai and other team members.
- Assist with evaluation and improvement of education programmes.

6. Collaboration

- Work closely with community partners to support their development and provision of coordinated, wraparound support for rangatahi Māori and their whānau.
- Collaborate with external legal and non-legal services to support holistic outcomes.
- Make and support referrals to appropriate agencies and services.
- Contribute positively to a small, collaborative team environment.

7. Law Reform

- Identify patterns of disadvantage and systemic barriers through legal casework.
- Help Youthlaw Aotearoa to develop and implement law reform strategies and campaigns
- Contribute legal analysis and expertise to law reform submissions and advocacy initiatives of YouthLaw Aotearoa and our peak body (Community Law Centres Aotearoa)
- Support research and special projects that address structural inequities.

8. Professional Development

- Maintain a current practising certificate and meet continuing professional development requirements.
- Stay informed about legal developments relevant to the communities served.
- Participate in training, supervision, and professional learning opportunities.
- Contribute to organisational initiatives, service development, and strategic goals.

Capabilities & Experience

Essential

- Minimum of 4 years PQE
- Admitted as a Barrister and Solicitor of the High Court of New Zealand.
- Current New Zealand practising certificate (or eligible to hold one).
- Experience providing legal assistance.
- Experience engaging with Te Ao Māori.
- Understanding of te reo me ōna tikanga Māori.
- Strong commitment to social justice and improving access to justice.
- Understanding of Te Tiriti o Waitangi and its relevance to legal practice.
- Cultural competence and confidence engaging with Māori communities.
- Excellent written and verbal communication skills.
- Ability to work independently and as part of a small, collaborative team.
- Good time management and file management skills.
- Full drivers licence and willingness to travel.

Desirable

- Established relationships with iwi, hapū, or community organisations in the rohe.
- Experience working in a youth context.
- Experience in some of the following areas of law: public law (eg. education, social security), youth and criminal justice, human rights, family, and employment law.
- Fluency in Te Reo Māori or ability to converse in Te Reo Māori.

Personal Attributes

- Warm, respectful, and approachable.
- Non-judgmental and client focused.
- Reflective and open to learning.
- Adaptable and solutions focused.
- Sense of humour and team spirit.