

Tūranga Whakaahua | Position Description

Manukura

Kāhui / Team:	Te Kāhui Tumu (Executive Leadership Team)
Ripoata Atu Ki / Reporting To:	Te Tumu Whakarae Group Chief Executive (with direct communication lines to the InternetNZ and DNC Boards)
Kaiarahi / Leadership:	Across InternetNZ Group operations, governance, iwi/Māori tech sector, and national/international internet governance fora.
Te Rōpū Hāpai-o/ Network of relationships and cultural practices for Te Hāpai-o Maori Kaimahi	Woven within and around the traditional organisational structure is a net or mesh of relationships. This is not a secondary hierarchy, but a wrap-around network that provides the cultural infrastructure required to enliven Te Tiriti o Waitangi and bring kaupapa Māori to life across the entire organisation. This will be led by the Manukura and developed in partnership with the CEO. Te Hāpai-o Matauranga Māori and Kaitohutohu Kaupapa Here will be key members of this Rōpū.
Takiwā / Location:	Te Whanganui-a-Tara (Wellington) or Tāmaki Makaurau (Auckland) as agreed
Rā Whakarite / Date:	Hūrae 2026

Mō Ipurangi Aotearoa | About InternetNZ

Ipurangi Aotearoa | InternetNZ is the home of .nz, working for an Internet that benefits all of Aotearoa. As a non-profit organisation, we provide the infrastructure, security, and support to keep the Internet of New Zealand humming. As a domain name administrator, our unique role is to manage the .nz domain name space for the benefit of all of Aotearoa, maintaining a core responsibility of stewardship and accountability to all people while explicitly acknowledging the significance of Māori as tāngata whenua.

Ngā Uara | Our Guiding Values

Grounded in **Ngākau**—the heart, the seat of our emotions, thoughts, and spirit—our actions are shaped by Pono (truth and sincerity), Aroha (compassion), and Tika (integrity). Approved by the Board in October 2025, these principles guide how we think, feel, and act, serving as an operational compass to align our behaviours across governance and operations:

- **NGĀKAU TITIKAHA – We act with purpose and courage:** We lead with dedication, resilience, and perseverance. We carry long-term responsibility for .nz with courage, purpose, and a future-focused mindset to serve our core purpose for Aotearoa.
- **NGĀKAU PONO – We stand with integrity and accountability:** We are honest and accountable, doing what's right, not just what's easy. This commitment to truth and acting in good faith is critical to being the trusted steward of .nz.
- **NGĀKAU TAHI – We collaborate with respect and shared purpose:** We work collaboratively across teams and communities, reflecting our deep commitment to equity, collaboration, respectful relationships, and authentic partnerships.
- **NGĀKAU AUAHA – We lead with an innovative mindset:** We embrace auaha (innovation) by seeking smarter ways to serve, fostering creativity, and shaping an Internet future where communities can grow, develop, and thrive.
- **NGĀKAU NUI – We care, connect, and enable:** We place people, communities, and connections at the heart of .nz, working to create a safe, inclusive digital space for everyone in Aotearoa to connect and achieve shared belonging.

Te Tūranga | The Role and Strategic Framework

*"Kua rāranga tahi tātou he whāriki ipurangi mō āpōpō."
Together we weave the internet mat for future generations.*

Positioned as a critical Tier 1.5 executive leadership role within Te Kāhui Tumu, the Manukura provides the institutional oversight, strategic alignment, and cultural positioning required to anchor InternetNZ in our commitments to Te Tiriti. Born from the recommendations of the 2022 O'Regan Report and the subsequent 2024/25 Constitutional Review, this role serves as the structural custodian of **Te Korowai ō Ipurangi Aotearoa (Te Korowai)**. The Manukura ensures Te Korowai acts as an accountability link woven tightly across our foundational Constitution, our refreshed Ngā Uara (Values), and the InternetNZ Group Strategy 2026–2031. Operating in an authentic executive partnership with Te Tumu Whakarae (Group CE), the Manukura is responsible for navigating, and enlivening Te Tiriti o Waitangi throughout Internet New Zealand. The role supports and prepares governance toward a Co-Chair model opportunity post the 2027 AGM and leads the strategic frameworks that align technical infrastructure with the digital aspirations of iwi, hapū, and Māori tech communities.

Te Rōpu Hāpai-o, a network of relationships for Māori subject matter experts will be led by the Manukura and developed in partnership with the CEO. This is not a secondary hierarchy, but a wrap-around network that provides the cultural infrastructure required to enliven Te Tiriti o Waitangi and bring kaupapa Māori to life across the entire organisation.

Mana Taurite | Equity and Partnership

Mana Taurite establishes a mana-enhancing relationship between partners which requires that tangata whenua engage as equal partners in shaping our future and in the internet. Within the InternetNZ Group, this requires shared language, digital infrastructure, and organisational strategy to equal standards of excellence. The Manukura supports and resources the DNC and INZ Boards and Te Kahui Tumu to ensure that Ngā Uara influences all aspects of our work, giving practical effect to equity across Internet New Zealand and within the priorities of the InternetNZ Group Strategy.

Rangatiratanga | Indigenous Sovereignty and Leadership

The baseline for our Te Tiriti work is supporting Māori to achieve as Māori, in Māori. The Manukura identifies opportunities for tino rangatiratanga within the .nz domain ecosystem, and within InternetNZ Group strategy, working with Te Kāhui Tumu to operationalise agreed priorities and where organisational resources are required. The Manukura links local and global Internet Governance, with iwi and Māori tech communities; recognises Māori digital sovereignty and actively protects te reo Māori, tikanga, and mātauranga Māori as fundamental taonga.

Manaakitanga | Holistic Stewardship and Care

Protecting and honoring each person with leadership and responsibility, the Manukura oversees internal cultural safety and capability. The role ensures that the InternetNZ Group models an environment that welcomes and elevates Māori practices while actively building the confidence of Tiakina ngā kaimahi Māori me and all kaimahi to engage authentically with te ao Māori. To this end the Manukura will develop with the CEO Te Rōpū Hāpai-o. Te Rōpū Hāpai-o, will be a wrap-around network for Te Hāpai-o, Maori subject matter experts, that provides the cultural infrastructure, safety and learning required to enliven Te Tiriti o Waitangi and bring kaupapa Māori to life across the entire organisation.

Ko te Haepapa | Key Accountabilities aligned to Te Korowai

1. Kāwanatanga | Governance & Executive Integration

- **Noho Tahi, Haere Tahi:** this role will work closely with Tumu Whakarae, advising and protecting as Tumu Whakarae navigates their role. The two roles are a support for each other and require honesty, patience and integrity to achieve together.
- **Board Strategic Guidance:** Work in partnership with the InternetNZ and Domain Name Commission (DNC) Boards to ensure that responsibility for Te Korowai is held collectively across all Board members and committees, modelling reasonable action and good faith.
- **Co-Chair Transition Architecture:** Lead the research, design, and structural roadmap to transition the InternetNZ Board to an authentic Co-Chair governance model, preparing the organisation for the opportunity of formal implementation post the 2027 AGM.
- **Tikanga and Kawa Authority:** Set behavioural expectations and provide direct tikanga and kawa leadership for key organisational ceremonies, milestones, and high-level Board governance functions.
- **Cultural Safety:** Provide advice to DNC and InternetNZ Boards on cultural safety including the establishment of space for Māori work practices and belonging.

2. Tino Rangatiratanga | Domain Ecosystem Sovereignty & Alliances

- **Taonga Māori Protection:** Lead the exploration and policy development of how the .nz domain name space responds to taonga Māori and matters of core significance to Māori under the authority of senior Māori expertise.
- **Data Sovereignty Safeguards:** Guide ethical approaches to registry data custody, including leading frameworks for the culturally safe management and protection of deceased persons' data within the .nz Registry.

- **Global Indigenous Voice:** Champion and grow indigenous representation and Māori tech sector perspectives within national and international internet governance forums (e.g. ICANN), introducing global frameworks to the criticality of indigenous peoples' voice.
- **Māori-Led Initiatives:** Actively support, clear pathways for, and empower Māori-identified and Māori-led digital initiatives that align with the goals of the 2026–2031 Strategy.

3. Ngā Tikanga Rite Tahi | Digital Equity & Targeted Impact

- **Targeted Resource Allocation:** Guide and advise on the distribution of targeted funding, resources, and development opportunities designed to advance Māori and marginalized groups toward absolute digital equity and access.
- **Co-Designed Frameworks:** Work directly with Te Puni Whiria, iwi, hapū, and Māori enterprise partners to continue to develop co-design specific outcome measures, performance indicators, and methods used to track Te Tiriti framework success.
- **Accountability and Reporting:** Take ownership of structural reporting cycles, delivering transparent progress updates regarding Te Korowai deliverables to the Group Boards, iwi, hapū, and Māori partners.

4. Ngā Ritenga Māori me ngā Whakapono Katoa | Culture & Internal Fusion

- **Values Operationalisation:** Act as an executive sponsor for embedding **Ngā Uara** across all internal functions, ensuring these values unify operations across different puni and project work internally and externally.
- Partnering with CEO to develop and introduce **Te Rōpu Hāpai-o** in ways that add value to TKT relationships and work programmes
- **TKT Performance Integration:** Collaborate with Te Kāhui Tumu colleagues to build performance expectations that foster organisational capability in te reo, tikanga, and Te Tiriti compliance.
- **Inclusive Cultural Space:** Foster a workspace rooted in tikanga Māori that simultaneously welcomes, supports, and respects the cultural expressions and beliefs of all diverse communities.

Ōu Herenga Tūhono | Key Relationships

Ngā Herenga ki Roto Internal Relationships	Ngā Herenga ki Waho External Relationships
• InternetNZ Board & Committees of the Board • DNC Board • Te Tumu Whakarae Group Chief Executive • Te Kāhui Tumu Executive Leadership Team • Domain Name Commissioner • Te Rōpu Hāpai-o • Kaimahi across Ipurangi Aotearoa Group	• Iwi, Hapū, and Māori Enterprise networks • Te Ao Māori tech collectives & digital equity groups • Aotearoa Tech Sector & NGO Leaders • Central Government agencies • International Internet Governance Networks

Ōu Pūkenga Matawhānui | Competencies and Experience

- **Te Ao Māori Depth & Integrity:** Proficiency in te reo me ōna tikanga with a deep, lived grasp of mātauranga Māori.
- **Noho tahi, haere tahi:** Demonstrated expertise in sharing space with courage, respect and humility. Be engaged and interested in co-creating models and approaches relevant in a community organisation that is not of iwi nor of government.
- **Te Tiriti Kaupapa Leadership:** Demonstrable experience translating the Articles of Te Tiriti o Waitangi into active organisational governance frameworks and systemic organisational structures that are applicable in a community organisation.
- **Digital Space Stewardship:** Interest and/ or professional familiarity with issues intersecting digital technology, infrastructure, data governance, or digital inclusion frameworks.
- **Inclusive Communication Skills:** Exceptional verbal and - written capacity to safely steer conversations, constructively challenge existing paradigms, and build authentic trust across diverse environments and people.
- **Coaching:** Experience building people's competency and confidence through coaching.
- **Māori Data Sovereignty:** Understanding of and experience in applying Māori Data Sovereignty principles.
- **Executive Stature & Peer Leadership:** Proven track record operating at a General

Manager or CEO level, capable of driving cross-organizational teams and embedding accountability metrics.

- **Co-Design Methodology Finesse:** Highly developed stakeholder engagement skills with experience utilizing co-design principles alongside iwi, technical specialists, and boards in complex, high-trust scenarios.