



## Position description

### Kairangahau Māori

**Te Rautaki a te Rangahau Mātauranga o Aotearoa 2025–2029**

**NZCER Strategy 2025–2029**

#### Te Matakite

He reo hautū mō te mātauranga i Aotearoa, e whakaumu nei i te rangahau, i ngā kaupapa here, me ngā tikanga whakaako kia puta ai he hua tautika, kairangi hoki mō ō tātou whānau me ō tātou hapori.

#### Te Whāinga

E noho ana Te Tiriti o Waitangi me Te Ture o te Rangahau Mātauranga 1972, hei pou here mō te Rangahau Mātauranga o Aotearoa. Ko tāna he tuituhi tahi i te mātauranga Māori me ngā pūnaha mātauranga matahuhua, hei whakamārama, hei whakaawe, hei hora hoki i ngā rangahau, i ngā rauemi me ngā ratonga kounga tiketike. Ka horaina e mātou he māramatanga, he tūtohu i takea mai i te rangahau hei whakapiki i ngā kaupapa here me ngā tikanga mahi o te mātauranga, hei tautoko i ngā mahi whakaako, me te ako, hei whakatairanga hoki i te toiora o ngā ākonga, o ngā whānau me ngā hapori.

#### Vision

A leading voice for education in Aotearoa, transforming research, policy, and teaching practice to realise equitable and excellent outcomes for learners, whānau, and communities.

#### Purpose

Guided by Te Tiriti o Waitangi and the New Zealand Council for Educational Research Act 1972, NZCER weaves together mātauranga Māori and diverse knowledge systems to inform, influence, and deliver high-quality research, resources, and services. We provide research-informed insights and recommendations that enhance educational policy and practice, support teaching and learning, and promote the wellbeing of learners, whānau and communities.

### **Te Tiriti o Waitangi**

E noho ana Te Tiriti o Waitangi (1840) hei kaupapa mō te mahi a te Rangahau Mātauranga o Aotearoa.

E noho ana Te Tiriti o Waitangi, he mea waitohu e ngāi Māori me te Karauna, hei kahupapa mō ā mātou mahi i te Rangahau Mātauranga o Aotearoa. E ū ana mātou ki te hāpai i ngā haepapa o te kāwanatanga me te tino rangatiratanga i roto i te rāngai mātauranga.

### **Ngā Uara**

Our values shape our culture and what we care about.

**Te Tika**—e mahi ana mātou i ngā mea e tika ana mā te piri ki ngā tikanga rangatira, ki te tōtika, me ngā uara e puritia ana e te katoa

**Te Pono**—ka kōrero mātou i te pono, ka whai i te pono, ā, ka whiria ngā tirohanga katoa

**Te Whanaungatanga**—he mea hira ki a mātou ngā hononga, me ngā pātuitanga tauawhiawhi

**Te Manaakitanga**—ka whakarangatira mātou i ētahi atu me te manaaki, te tiaki hoki i a rātou

**Te Ako**—e piri ana mātou i te kī, kāore he mutunga o tēnei mea te ako.

### **Ngā whakaarotau rautaki**

Mā ā mātou whakaarotau rautaki ka tutuki tō mātou kaupapa. Ka whakamāramatia e mātou

### **Te Tiriti o Waitangi**

Te Tiriti o Waitangi (1840) underpins the work of Te Rangahau Mātauranga o Aotearoa | NZCER.

Te Tiriti o Waitangi, signed between Māori and the Crown, underpins our work at NZCER. We are committed to upholding the relational responsibilities both of kāwanatanga and of tino rangatiratanga within the education sector.

### **Values**

Hei tārai ō tātou uara i tō tātou ahurea me ngā mea nunui ki a tātou.

**Tika**—we do what is right by acting with integrity, fairness, and shared values

**Pono**—we are honest, seek truth, and consider all perspectives

**Whanaungatanga**—we value relationships and reciprocal partnerships

**Manaakitanga**—we respect others and treat them with generosity and care

**Ako**—we nurture a culture of ongoing learning

### **Strategic priorities**

Our strategic priorities help us achieve our purpose. We describe our position,

tō mātou tū, tō mātou arotahi rautaki, me tō mātou tū i roto i ia whakaarotau rautaki, o ngā mea e rima.

Te whakapiki i te tautika i roto i te mātauranga  
Ka noho ngā awhero mātauranga o te iwi  
Māori hei punga mō ā mātou mahi  
Te whakapakari i te aromatawai mō te ako  
Te tō mai i te mātauranga iwi taketake ki waenga pū i te mātauranga  
Te whakaumu i te mātauranga i tētahi ao hou

strategic focus, and our approach in each of the five priorities.

Improving equity in education  
Māori educational aspirations anchor our work  
Strengthening aromatawai and assessment for learning  
Centring Indigenous knowledge in education  
Transforming education in a changing world

*The full NZCER strategy is available on our website: <https://www.nzcer.org.nz/about-nzcer/corporate-documents>*

## **Purpose of role**

The Kairangahau Māori will contribute to high-quality kaupapa Māori and Māori focussed research and evaluation projects and lead relatively straight-forward projects. These projects aim to facilitate better educational experiences for Māori and contribute to transformational educational change that benefits Māori. Kairangahau Māori may also be involved in the development and delivery of research-informed assessment and other learning resources with a Māori focus.

## **Key accountabilities**

- Contribute to proposals to win research funding and to further knowledge.
- Work in teams to undertake research and evaluation projects and lead small and straight-forward projects.
- Provide advice internally to support kaupapa Māori.
- Carry out project planning and implementation, instrument development, data collection and analysis, reviewing and synthesising literature, and writing of research reports.
- Disseminate research findings, including through presentations.
- Seek out opportunities to develop whānau, hapū, iwi, and Māori educational research networks.
- Contribute to the development and delivery of high-quality assessment and other learning resource development work.

## **Knowledge, skills and abilities**

A kairangahau Māori will have the following knowledge, skills and abilities:

- A Bachelor's degree or higher
- Typically, two to three years' experience as a kaiāwhina rangahau—research assistant
- Developing methodological expertise in areas such as education research, evaluation, kaupapa Māori research, Pacific research methodologies, and quantitative research methodologies
- Experience as a classroom teacher and/or school educator (desirable)
- An understanding of the context for education in Aotearoa NZ
- A sound knowledge of Te Tiriti o Waitangi, what it means, and how it applies to an education context
- Experience working with Māori, with Māori data, and in Māori contexts or Māori-centred projects
- Deep understanding/command of te reo and tikanga Māori
- Effective communication skills
- Problem-solving skills
- Critical thinking and analytical skills
- Ability to work in teams
- Ability to contribute to multiple teams and across projects.

## **Personal attributes**

At NZCER we expect our staff to behave in ways that are consistent with our values and established ways of working.

In addition, all staff must be able to demonstrate the following:

- an ability in, and a desire to improve, te reo Māori proficiency
- commitment to the principles of the Te Tiriti o Waitangi and upholding mana Māori in our work
- respect for others and valuing diversity
- an orientation towards continuous improvement to systems and processes
- personal desire for ongoing learning and development
- recognition of the value of team effort; sensitivity to the needs and opinions of other team members
- a willingness to work in accordance with NZCER's Code of Conduct
- personal and professional integrity.