

Taiao Manager – Ngāti Apa ki te Rā Tō

Full time: 40 Hours per week

Reports to: Kaiwhakahaere / General Manager

Direct Reports: Taiao Advisors / Contractors (as required)

Works closely with: All internal portfolios, iwi partners across Te Taihū and external agencies.

Purpose of the Role

Based in Te Taihū o te waka a Māui, Ngāti Apa ki te Rā Tō is a vibrant proud iwi committed to realising its rangatiratanga. We are dedicated to preserving and revitalising our te reo Māori, tikanga me kōrero tuku iho. Ngāti Apa ki te Rā Tō is stepping into a transformative era, and the Trust is looking for a Pou Taiao, (Taiao Manager).

The Taiao Manager leads the Ngāti Apa ki te Rā Tō Taiao portfolio — protecting and restoring the natural environment and supporting Ngāti Apa ki te Rā Tō whānau aspirations for kaitiakitanga, mātauranga and sustainable development.

The role ensures the iwi mana and rights are upheld in all environmental and resource management matters, while growing the Taiao portfolio in a sustainable way.

1. Leadership & Relationships

Expectation	Indicators / Measures
Provide values-based leadership for the Taiao portfolio, setting clear expectations and direction	Clear work plans and delivery; high team morale and performance
Build and maintain strong, effective relationships with whānau, iwi partners, Kotahitanga mō te Taiao Alliance, councils, Crown agencies, businesses, NGOs and community groups	Regular, constructive engagement and collaboration achieved
Represent Ngāti Apa ki te Rā Tō with integrity and professionalism in environmental forums and regional partnerships	Positive stakeholder feedback; iwi mana upheld and grown
Support cross-portfolio collaboration and facilitate teamwork across the organisation	Strong internal relationships and shared outcomes achieved
Uphold Ngāti Apa ki te Rā Tō identity and values - through manaakitanga, kotahitanga, whanaungatanga, kaitiakitanga — in all leadership actions	Feedback from whānau, staff and partners affirms values-based leadership

2. Environmental Management & Kaitiakitanga

Expectation	Indicators / Measures
Manage iwi participation, assessment and response to planning, policy and consenting processes across five councils (Marlborough District Council, Tasman District Council, Nelson City Council, Buller District Council and West Coast Regional Council)	Submissions, Cultural Impact Assessments (CIA's), and responses delivered to agreed standards and timeframes

Engage with central and local government on regulation that affects our settlement and integrity including plan changes, policy development and RMA reform	Iwi perspectives incorporated in council and agency plans
Coordinate iwi involvement in environmental monitoring and research	Research partnerships maintained; reports shared with whānau
Review and develop iwi tools for cultural assessment, monitoring and management	Tools developed, applied, and refined – could include CIA's, Cultural Values Assessments (CVAs) Cultural Health Index (CHI), Iwi Environmental Management Plan (IEMP)
Support and grow whānau-led kaitiaki initiatives and on-the-ground taiao projects	Local projects supported and resourced; whānau participation increased
Ensure all taiao mahi aligns with tikanga, mātauranga Māori and Ngātiapatanga	Cultural lens evident in all environmental advice and decisions

3. Strategic Projects & Future Development

Expectation	Indicators / Measures
Support the Taiao team to develop, execute and deliver Ngāti Apa ki te Rā Tō Annual Plan Taiao commitments. Projects delivered to milestones; reporting to Kaiwhakahaere completed	2025-26 - <i>Te Anamāhanga Wetland Restoration, Tuna Monitoring (Rotoroa), and the Ngāti Apa ki te Rā Tō Iwi Management Plan</i>
Identify and pursue opportunities for taiao-related education and storytelling (e.g. Rotoroa, Rotomariwhenua)	Storyboards or interpretive materials developed and implemented

4. Commercial Development & Financial Management

Expectation	Indicators / Measures
Identify opportunities for cost recovery and external funding	Cost recovery achieved; funding applications successful
Manage Taiao project budgets and financial reporting	Budget variances within agreed tolerances; transparent reporting provided
Establish and grow a sustainable Taiao consultancy service to provide chargeable services (e.g. cultural monitoring, RMA advice, environmental assessments) including development of partnership opportunities	Processes developed and implemented; quality assurance and billing systems in place
Identify and prepare for new future mahi (e.g. Inanga and tuna monitoring, iwi consultancy services and other)	As identified through strategic planning and annual plan priority projects and workstreams

5. Analysis & Decision-Making

Expectation	Indicators / Measures
Apply the four-lens framework (whānau, financial, tikanga, kaitiakitanga) in assessing all key decisions	Decision-making records show consistent application

Gather, analyse and interpret information to support sound, evidence-based decisions. Evaluation of alternative approaches & consequences is evident.	Reports and recommendations are evidence-based and well-reasoned. Clearly define issues, desired outcomes and capture options to address lessons.
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6. Cultural Competency & Engagement

Expectation	Indicators / Measures
Demonstrate strong understanding of te ao Māori, Ngātiapatanga, tikanga, kawa and whakapapa, Te reo me ngā tikanga experience	Cultural integrity evident in all interactions and decisions. On-going personal development in te reo Māori and tikanga Māori.
Facilitate wānanga and knowledge sharing to strengthen iwi taiao capability. This may include travel and weekend work.	Whānau-focused taiao learning opportunities held frequently

9. Other Skills and Experience

Area	Requirements
Education	Tertiary qualification in Planning, Environmental Science, or a related field (desirable)
Technical	Knowledge of RMA, Conservation Act, Local Government Act, and related legislation
Experience	Proven experience in environmental or resource management, policy, or consultancy; experience engaging with councils and agencies
Leadership	Demonstrated leadership in a kaupapa Māori or bicultural environment
Commercial	Experience managing budgets and developing revenue-generating initiatives
Communication	Strong, clear written, verbal, and presentation skills
Facilitation	Skilled in guiding collaborative processes and conflict resolution
ICT	Confident user of digital tools for word processing, reporting, and presenting
Health & Safety	Hazards identified and reported promptly; incidents managed appropriately.
Licence	Full, clean driver's licence

10. Personal Attributes

- Humble, kind and respectful
- Reliable, organised and self-managing
- Flexible and adaptable to meet changing needs
- Able to balance multiple priorities and meet deadlines
- Committed to learning and continuous improvement
- Team-focused, with strong interpersonal skills
- Passionate about kaitiakitanga and Ngāti Apa ki te Rā Tō aspirations