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**Position Description**

Director of Hauora Māori and Equity

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| **Reports to:**  Manukura | Chief Executive Officer | **Business Area:**  Strategic Leadership Team |

**Position Purposes:**

Providing strategic leadership of Māori Health and Equity across the organisation. Addressing equitable access and equitable outcomes for Māori and their whānau across the Pegasus Network.

Taking the leadership role in influencing and supporting equitable access and equitable outcomes for the people of Canterbury.

Leading and monitoring to deliver equity as the collective and individual responsibility of all Pegasus employees.

Facilitating positive and meaningful engagement with our Treaty partners and ensure that Pegasus policies and practices align with the principles and intent of Te Tiriti O Waitangi.

Facilitating and ensuring an appropriate accountability with our Treaty partners through utilising tools to measure and report on health equity.

**Dimensions:**

This is a permanent full-time position that sits within the Strategic Leadership Team

The role of Director of Hauora Māori and Equity leads the equity leadership team who are responsible for the implementation of the Equity and Population Health Strategy across Pegasus.

Budget responsibility: As per delegated authority schedule Tier two delegations.

Direct Reports: Equity Leadership team (6)

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| **Key Relationships**  **Internal:**   * Strategic Leadership Team (SLT) members * Clinical Teams and People Leaders * Practice Support Service * Population Health and Community Engagement * Clinical Quality Advisory Board (CQAB) * Population Health Advisory Board (PHAB) * People & Culture | **External:**   * Te Kāhui o Papaki Kā Tai * Pasifika NGO’s and Leaders * CALD leaders * Waitaha and ChCh PHOs * Canterbury Clinical Network (CCN) * Academic Institutions * National bodies * N4 network Māori NGO providers * Pegasus General Practice teams |

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| **Key Responsibilities** | | |
| Strategy | * Design and lead the Equity and Population Health Strategy that identifies and addresses Māori disparities in Primary Health Care and leads the development of Pegasus’s wider health equity strategic objectives. * Implement and deliver the Equity and Population Health Plan through structured work programmes. * Contribute to and support strategic plans that address disparities for Pasifika, CALD and other communities in Primary Health. * Measure the success of the Equity and Population Health Plan, contribute to Pegasus’s strategic decision-making processes, providing an equity lens to key work streams, projects and new ventures through leading the Pegasus Equity Taskforce. | |
| Reporting & Assessment | * Utilise the Māori Health Plan and Equity and Population Health Strategy and use it as a benchmark, liaise with the Data and Digital team for regular analysis of trends regarding uptake, barriers, and effectiveness of initiatives in order to continuously improve delivery and relevance. * Advise and contribute towards measures to monitor progress towards achieving goals and strategies including ability to report on outcomes. * Utilise data and analytics to identify health and social disparities and determine relevant plans and initiatives that will enhance outcomes for the community. | |
| Project & Change management | * Contribute to and advise on the design and implementation of relevant community and healthcare programmes/projects/initiatives that have Māori and Equity as the focus, with a view to actively promoting or generally improving Māori and other communities’ health outcomes. * Remain familiar with population health reports, proactively identify equity gaps and provide advice to target and engage specific population groups. * Act as, or appoint, an equity champion on all key projects/work streams as required. Develop the capacity for the leadership team to champion equity. * Proactively identify initiatives/funded contracts that may worsen inequalities and work with relevant parties to determine an approach to reducing these inequalities. * Work with Pegasus team members to review existing and planned services or functions, to ensure an equity lens has been applied to these services. | |
| Stakeholder Engagement and management | * As a member of the SLT, work with leaders to ensure their respective teams are being proactively engaged with and supported on equity matters. * Identify and foster relationships with key external community and Māori community and health stakeholders, targeting partnerships with those who can both accurately advise on challenges faced, and provide feedback on proposed solutions designed by Pegasus. * As a member of current committees and boards (CQAB and PHAB), establish and agree methods of interaction and report to/from committees to ensure maximum efficiency and clarity of respective functions. * Partner closely with Pegasus communications and commercial teams, to ensure maximum visibility of all successful Māori health equity projects/initiatives. * Ensure Pegasus collaborates and participates at relevant events that foster impactful partnerships and networking opportunities. * Act as key representative for Pegasus on TKOP and at governmental and Ministry level as required, to advocate for equity matters. * Actively contribute to business development efforts (RFP and tender responses), specifically targeting revenue streams, ensuring that an equity lens is applied. * Utilise patient feedback to promote authentic client, family and whānau participation in service delivery. * Design or facilitate the implementation of internal training and information framework (Hauora Māori competency training.) aimed at lifting all Pegasus employee’s collective understanding and implementation of the Māori Health Plan. | |
| Leadership | | * Provide effective strategic leadership and direction to the wider leadership group to support an equity focus within operational activity. * Provide effective leadership to the team to ensure achievement of operational activity. * Manage performance and development of team members including: having regular performance conversations and reviews; setting performance objectives and tracking progress against these; setting development plans; and providing coaching and guidance as required, assisting in the preparation of budgets, business plans and performance indicators particularly (but not exclusively) from an equity perspective. * Consistently act as a positive role model, clearly communicating and reinforcing Pegasus values. * As a member of the SLT, provide oversight and support in the delivery of the Strategy and Business Plan | |
| Self-Development | * In partnership with the CEO, take responsibility for personal development and continually develop own professional expertise. | |
| Information Security | | * Understand and comply with Pegasus Health’s information security policies. * Support continuous improvement to our information security policies and procedures. | |
| Health and Safety | * Comply with responsibilities under the Health and Safety at Work Act 2015. | |
| The tasks defined above are indicative and may change from time to time as the needs, priorities and objectives of the company change. Accordingly, the position will undertake any other tasks and duties as agreed from time to time with your manager subject to provision of appropriate training. | | |

**Experience, Qualifications and Technical Skills:**

Essential

* Graduate or postgraduate qualification in business, health, politics, Māori, leadership, indigenous studies or similar
* 5-10 years’ Māori community engagement experience
* Demonstrable success in Māori leadership, engagement and/or management based roles
* Understanding of the drivers, economics, and politics of the NZ health sector
* Conversational capability in te reo Māori
* Understanding of tikanga Māori, particularly as it relates to hauora Māori

Desirable

* Strong relationship with Runanga and Mana Whēnua as well as the wider Māori community
* Competency in Te Reo Māori me ōna tīkanga
* Experience and understanding of the New Zealand health system
* Understanding or involvement in health programmes directed at Pasifika and CALD communities
* Experience in primary health care and working with General Practice

**Personal Attributes:**

* Strong and astute interpersonal skills relevant to both internal and external relations
* Exceptional communication skills with an ability to influence well and be able to project a credible and professional image
* A natural collaborator, able to consult with and bring diverse groups of people together and establish positive outcomes
* Be articulate and natural communicator who enjoys connecting with people from a range of interests and backgrounds, establishing common ground and interests
* Demonstrate an ability to balance innovative and creative thinking with critical and objective analysis
* Commercial acumen
* Appropriate skills to represent and negotiate effectively
* Leadership and management experience, vision and the flexibility to initiate change where appropriate
* Able to think strategically
* Possess strong leadership qualities

**Te Tiriti O Waitangi**

Pegasus Health is committed to Te Tiriti O Waitangi and the application of its principles and intent.

**Our Purpose**

That all people living in Canterbury lead healthy lives

**Our Role**

Together making Canterbury the best place to receive and provide primary care

**Pegasus Values**

Our values guide how we interact with people within and outside of Pegasus. Our people, purpose, values and culture ensure we work successfully with communities, partners and each other and make us Pegasus Health. **Manaakitanga** underpins everything we do.

* We are **inclusive** every voice is important to us
* We act with **integrity** doing what is right
* We **connect,** together we succeed
* We **strive** for better everyday