

EXPRESSIONS OF INTEREST (WHAKAPĀNGA KAINGĀKAU)

Auckland Arts Festival is calling for Expressions of Interest for a Pou Tikanga.

Kei te karanga Te Ahurei Toi o Tāmaki Makaurau ki te hunga e kaingākau ana ki te tūranga Pou Tikanga.

Auckland Arts Festival is Auckland's premier festival of New Zealand and international arts. Now presented annually, the 18-day event celebrates people and culture, and showcases the cultural diversity and vibrant energy of New Zealand's largest city.

Ko te Ahurei Toi o Tāmaki Makaurau te ahurei nui rawa atu mo ngā mahi toi o Aotearoa me te ao whānui. Ka tū ia tau mo ngā rā 18 hei whakanui i ngā iwi me ngā ahurea, me te whakatairanga i ngā momo ahurea rerenga kētanga o Aotearoa me te ngao hihiko o te taone nui rawa atu o Aotearoa.

The Pou Tikanga will implement a tikanga Māori framework and provide advice and support to management. This include supporting relationships with Māori community organisations, leading pōwhiri and the implementation of tikanga Māori, and providing advice to support the Festival programme.

Ma te Pou Tikanga e whakahaere tētahi mahere tikanga Māori me te tuku kupu āwhina, tautoko anō hoki ki ngā rangatira whakahaere. Kei roto i tenei ko te tautoko i ngā ratonga Māori o te hāpori, te whakahaere i ngā pōwhiri me te whakatinana i ngā tikanga Māori, me te tuku kupu āwhina hei tautoko i te hōtaka o te Ahurei.

Responsibilities (Ngā Haepapatanga)

1. Undertake an organisation-wide Māori cultural competencies assessment of Auckland Arts Festival and develop and lead the implementation of a Māori cultural competency framework. This may include but is not limited to:
 - A report detailing the findings of the assessment and a series of actionable recommendations
 - The development of tikanga and best practice protocols across AFT policies and procedures ensuring appropriate levels of tikanga Māori are present
 - Fulfillment of appropriate tikanga on induction into the AFT
 - The coordination of treaty workshops

Whakahaere i tētahi aromatawai puta noa i te kamupene e pā ana ki te matatau o Te Ahurei Toi o Tāmaki Makaurau ki ngā tikanga ahurea Māori, me te whakawhanake ka ārahi i te whakakaupapatanga o tētahi mahere mo te matatau ki te ahurea Māori.

Tērā ka whakauruhia atu engari kaore ōna mutunga:

- Tētahi rīpoata e whakaatu ana i ngā kitenga o te aromatawai me ngā kupu tohutohu kua taunakitia.
 - Te whakarite kaupapa tikanga e hāngari ana ki te taumata pai mo te whakahaere i ngā mahi puta noa i ngā kaupapa here a Te Ahurei Toi o Tāmaki Makaurau me te ū mārika ki te whakahaere i ngā tikanga Māori.
 - Kia ū pai ki ngā tikanga e hāngai ana mo te whakauru kaimahi hou ki Te Ahurei Toi o Tāmaki Makaurau
 - Te whakarite i ngā akomanga mo te Tiriti
2. Provide leadership in all aspects of tikanga me te reo to ensure:
 - Official ceremonies reflect appropriate tikanga and tangata whenua participation
 - Provide advice to the Chief Executive and Artistic Director in the use of te reo Māori across the organisation and assist in the procuring of qualified translators for any necessary translations.

- Provide leadership in tikanga me te reo for Māori staff and for Māori leadership within the AFT
- Contribute to the development of Māori leadership within the AFT

Te tū hei kaiārahi i roto i ngā wāhanga katoa mo ngā tikanga me te reo kia rite ai:

- * Kei te hāngai ngā huihuinga ōkawa ki ngā tikanga a te tangata whenua me tōna āhei mai ki ngā whakahaere.
- * Te tuku kupu āwhina ki te Tāhūhū Rangapū me te Kaitohu Toi e pā ana ki te reo puta noa i te kamupene me te āwhina ki te toro atu ki ngā kaiwhakamaori mena e hiahiatia ana kia whakamāorihia tētahi mea.
- * Te ārahi i ngā mahi tikanga me te reo ma ngā kaimahi Māori me te māngai kaiārahi i roto i Te Ahurei Toi o Tāmaki Makaurau.
- * Te whakapau kaha i roto i ngā mahi whakawhanake i ngā kaiārahi Māori i roto i Te Ahurei Toi o Tāmaki Makaurau.

3. Work with the Artistic Director and Head of Programming to advise on and support the implementation of tikanga Māori across the programme for the Auckland Arts Festival, and to

- Lead the development and delivery of pōwhiri during the Auckland Arts Festival
- Lead Festival staff in delivering pōwhiri for Festival guests and artists. This could include, where appropriate, guiding Festival staff in the learning of appropriate Māori protocol, waiata and haka pōwhiri.
- Provide advice and support on aspects of Māori work within the programme and a tikanga based perspective on the entire programme.

Me mahi ngātahi me te Kaitohu Toi me te Tumuaki Hōtaka kia pai ai te tuku kupu āwhina me te tautoko i te whakatinanatanga o ngā tikanga Māori puta noa i te hōtaka mo Te Ahurei Toi o Tāmaki Makaurau, me te:

- Ārahi i te whanaketanga me te whakahaere i te pōwhiri i te wā o Te Ahurei Toi o Tāmaki Makaurau
- Ārahi i ngā kaimahi o te Ahurei i roto i ngā whakahaere ki te pōwhiri i ngā manuhiri me ngā kaitaurima o te Ahurei. Ka tāpiri pea, i te wa e tika ana, ki te āhwina i ngā kaimahi o te Ahurei ki te ako i ngā tikanga Māori, waiata me te haka pōwhiri.
- Tuku kupu āwhina me te tautoko i ngā kaupapa Māori i roto i te hōtaka me te taha ki ngā tikanga i roto i te hōtaka whānui.

4. Support the Chief Executive, Artistic Director and Head of Programming in the promotion and profile of kaupapa Māori within artforms in Auckland Arts Festival to ensure that other art form, community and education areas include strong Māori content and representation. This may include

- support and advice to the Marketing & Communications Director for the Māori content in the Festival where appropriate.
- Liaising with artists and agencies to support the Marketing team's promotion of the Māori programme to a wide range of Auckland and national communities through direct communications and social media.
- Facilitate hui/ events with Māori communities and provide leadership on behalf of the Festival in Māori community engagement

Tautoko i te Tāhūhū Rangapū, te Kaitohu Toi me te Tumuaki Hōtaka ki te whakatairanga me te whakaputa i te āhua o te kaupapa Māori i roto i ngā mahi toi i te Ahurei Toi o Tāmaki Makaurau kia mātua uru ai te āhuatanga Māori ki roto i ētahi atu mahi toi, mahi a te hāpori me te mātauranga, kia kaha kitea te āhuatanga Māori. Tae noa atu ki:

- Te tautoko me te tuku kupu āwhina ki te Kaitohu Māketē & Whakawhiti Kōrero mo ngā kaupapa Māori o te Ahurei i ngā wāhi e tika ana.

- Te tū hei kaitakawaenga i waenga i ngā kaitaurima me ngā ratonga ki te tautoko i tā te ohu Māketē i whakatairanga ai mo te hōtaka Māori kia puta whānui ki ngā hapori o Tāmaki Makaurau me ngā hapori o te motu, ma te tuku tōtika i ngā whakawhitinga kōrero me te pāpori ipurangi.
 - Te whakahaere hui/ kaupapa me ngā hapori Māori me te tū hei kaiārahi mo te taha ki te Ahurei i roto i ngā whakawhitinga me ngā hapori Māori.
5. Provide support to the Chief Executive and Artistic Director across relationships specific to Māori including Māori staff, iwi, mana whenua, Māori organisations, stakeholders and sponsors.
- Facilitate hui/events with iwi and mana whenua representative groups as required and provide leadership on behalf of the organisation in Māori engagement
 - Provide support for Māori staff within AAF where required:
 - Empower Māori staff through the values and practice of rangatiratanga and kaitiakitanga
 - Champion the development and delivery of programs that contribute to staff wellness by affirming Māori staff as being Māori within the workplace

Whakarite tautoko ki te Tāhūhū Rangapū me te Kaitohu Toi puta noa i ngā whakahoahoatanga e hāngai ana ki te Māori me ngā kaimahi Māori, ngā iwi, mana whenua, ngā rātonga Māori, ngā kaitautoko, me ngā kaituku tahua.

- Whakahaere hui/kaupapa me te iwi me ngā rōpū mana whenua i te wā e hiahiatia ana, me te tū hei kaiārahi mo te taha ki te kamupene i roto i ngā whakawhitinga Māori
 - Tuku āwhina ki ngā kaimahi Māori o Te Ahurei Toi o Tāmaki Makaurau i te wā e hiahiatia ana:
 - Te whakakaha i ngā kaimahi Māori i roto i ngā uara me ngā whakahaere o te rangatiratanga me te kaitiakitanga.
 - Te kōkiri i te whakanaketanga me te whakaputa i ngā hōtaka e whai wāhi atu ai ki te oranga o ngā kaimahi ma te whakamana i ngā kaimahi Māori ki tōna ake Māoritanga i roto i te wāhi mahi.
6. Work with the Chief Executive on other special projects that the Trust may undertake as agreed
Mahi me te Tāhūhū Rangapū e pā ana ki ētahi atu kaupapa nui ka whakaritea e te Poari
7. Advise the Chief Executive of any budget implications relating to this role. The Pou Tikanga has no authority to incur expenditure on behalf of the organisation
Tuku kupu āwhina ki te Tāhūhū Rangapū mo ētahi whakapaenga pūtea e pā ana ki tēnei tūranga. Kahore he mana o te Pou Tikanga ki te whakapau pūtea mo te taha ki te kamupene.
8. Report to the Chief Executive as required
Me matua whakapā ki te Tāhūhū Rangapū i ngā wā e tika ana
9. The Pou Tikanga will work with the Festival's :
- Artistic Director
 - Chief Executive
 - Head of Programming
 - Other members of the programming team
 - Business & Finance Director
 - Marketing & communications team

- Other Festival staff

Ka mahi ngātahi te Pou Tikanga me ēnei o te Ahurei:

- Kaitohu Toi
- Tāhūhū Rangapū
- Tumuaki Hōtaka
- Ētahi atu mema o te rōpū hōtaka
- Kaitohu Pakihi & Putea
- Rōpū Māketē & Whakawhitinga kōrero
- Ētahi atu kaimahi o te Ahurei

10. As required, the Pou Tikanga will liaise with:

- Iwi, Mana Whenua ki Tāmaki
- Auckland Council Staff
- Māori artists and arts organisations
- Agencies including Te Taurawhiri i te reo Māori, Toi Māori Aotearoa, Te Puni Kōkiri and other Māori and Māori arts organisations
- Creative New Zealand and Te Waka Toi

Ka hiahia ana, me tū te Pou Tikanga hei kaitakawaenga me:

- Ngā Iwi, Mana Whenua ki Tāmaki
- Ngā Kaimahi o te Kaunihera o Tāmaki Makaurau
- Ngā kaitaurima Māori me ngā kamupene toi
- Ngā ratonga tae noa ki Te Taura Whiri i te Reo Māori, Toi Māori Aotearoa, Te Puni Kōkiri me ētahi atu Māori me ngā kamupene toi Māori
- Creative New Zealand me Te Waka Toi

Skills & Experience Required

- Fluent in te reo Māori me ōna tikanga
- Proven experience in tikanga advisory
- Strong knowledge of tikanga Māori
- Understanding of iwi relationships
- Strong networks
- Arts and culture experience
- Knowledge of cultural competency best practice

Pūkenga & Wheako E Hiahia Ana

- Matatau ki te reo Māori me ōna tikanga
- Wheako pono i roto i ngā mahi kaitohutohu tikanga
- Tino mōhio ki ngā tikanga Māori
- Mārama ki ngā whanaungatanga ā iwi
- Hononga kōtuitui kaha
- Wheako Toi me te Ahurea
- Mātau ki te kaiakatanga o ngā mahi ahurea me ngā whakaritenga pai

The Pou Tikanga will have experience in a tikanga advisory role, preferably in a professional arts/culture environment, and be operating as independent contractor.

Expressions of interest should be submitted to hr@aaf.co.nz by **22 October**.

Me whai wheako te Pou Tikanga i roto i ngā mahi kaitohutohu tikanga, he pai ake mena i roto i te ao toi/ahurea ōkawa, me tōna tū anō hoki hei kaikirimana motuhake.

Tukuna mai to Whakapānga Kaingākau ki hr@aaf.co.nz a te 22 o Whiringa-ā-nuku