



JOB TITLE: Kaiārahi Mana Tangata

He aha te mea nui o te ao. He tāngata, he tāngata, he tāngata

What is the most important thing in the world? It is people, it is people, it is people.

EMPLOYER: Cancer Society Wellington Division (CSWD)¹

ORGANISATIONAL OBJECTIVE:

Improving community well-being by reducing the incidence and impact of cancer.

The Cancer Society is committed to working with our communities by providing leadership and advocacy in cancer control, with core services in Health Promotion, patient and whānau Support, Information, and Research.

OVERVIEW:

The Cancer Society Wellington Division has a range of services providing practical and psychosocial support, accommodation, access to support groups, advocacy, advice and education to the community in keeping with the concepts and principles of Te Tiriti o Waitangi. It places a high priority on the provision of a welcoming, supportive and friendly environment to people seeking the services of the Society.

EQUITY:

Equity is defined as “In Aotearoa, New Zealand, people have differences in health that are not only avoidable but unfair and unjust. Equity recognises different people with different levels of advantage require different approaches and resources to get equitable health outcomes”

Equity is both inherent to Article 3 of Te Tiriti o Waitangi and an important Treaty principle².

People are at the heart of what we do. The Cancer Society Wellington Division (CSWD) is committed to reducing the incidence and impact of cancer for all New Zealanders. As an organisation we are committed to achieving equity as defined above, in the first instance for Māori, as tangata whenua and partners with the Crown under Te Tiriti o Waitangi, but also for the many populations and groups that make up Aotearoa New Zealand’s diverse population. Māori, Pasifika and people who live in more deprived areas (for example, NZDep2018 decile 9 and 10) within our community carry a

¹ The Wellington Division encompasses Greater Wellington, the Kāpiti Coast, Wairarapa, Marlborough and Nelson-Tasman regions

² Ministry of Health, March 2019. <https://www.health.govt.nz/about-ministry/what-we-do/work-programme-2019-20/achieving-equity>

disproportionate burden of cancer including higher incidence levels, mortality and impact. These cancer inequities are unfair, avoidable and amenable to intervention; thus, achieving equity across the cancer continuum is crucial and a key priority for CSWD. The CSWD recognises that different population groups with different levels of advantage require different approaches and resources to achieve equitable health outcomes.

RESPONSIBLE TO: Chief Executive Officer

ROLE PURPOSE:

As a member of the senior management group, this role will focus on:

- Embedding a Te Tiriti o Waitangi focus and an equity lens across the Division's practice, policies, structures and systems.
- Actively contributing to addressing health inequities for Māori through building meaningful partnerships and relationships with Māori and the wider community across the CSWD.
- Supporting and lifting the cultural safety, competence and awareness of tikanga practices across the CSWD.
- Design and development of Māori cultural safety training for the CSWD workforce.

RELATIONSHIPS:

Within CSW:

- Te Rōpū Tautoko (sub-committee of Divisional Board)
- CSW Kaumātua
- Senior Management Group colleagues
- Staff and volunteers

Externally – within the CSW Divisional boundaries:

- Mana whenua, Iwi and Māori Health Providers
- DHB Māori Health Teams
- Community Health and Social Service Providers
- Primary Health Organisations
- General Practices
- Professional bodies & academic institutes
- Educational institutes, colleges & schools
- Libraries, service clubs, sporting bodies
- Government departments, NGOs & community groups and Health Agencies

Within CS Federation:

- Cancer Society Federation staff Rōpū

KEY RESPONSIBILITIES AND PERFORMANCE INDICATORS:

KEY RESPONSIBILITIES	PERFORMANCE INDICATORS
To lead and manage the integration and implementation of the Cancer Society Wellington Division (CSWD) wide equity work, in line with the CSNZ Federation's Strategic Plan and the Equity Charter	CSWD work aligns with the Federation's Strategic Plan and the Equity Charter. <ul style="list-style-type: none"> Regular reporting on progress against goals of the Equity Charter and Mātātuhi Ārahi (CSWD Māori Service Plan).
Lead the review, update and implementation of the objectives and goals within CSW's Mātātuhi Ārahi (CSWD's Service Plan for Māori)	CSWD's Mātātuhi Ārahi (Service Plan for Māori) goals and action plan are supported and promoted through an internal communication plan
Lead the collection, analysis and improvement of baseline data for CSWD Equity activities	Baseline data and accountability mechanisms are embedded and monitored within CSWD <ul style="list-style-type: none"> Divisional minimum data set reporting including appropriate reporting by ethnicity
Develop and build relationships with Māori Health and Social Service providers across the CSWD region; key organisations such as DHBs, PHOs, NGOs and other community stakeholders	Relationships with external providers are established and maintained <ul style="list-style-type: none"> relationships with Māori health and social service providers in the region are confirmed attend meetings with external agencies providing advocacy in relation to equitable cancer health outcomes
Provide equity advice to the planning, implementation and evaluation of programmes in conjunction with Health Promotion, Supportive Care and Volunteering teams within the boundaries of CSWD	CSWD staff are using equitable approaches to planning, programme design and implementation <ul style="list-style-type: none"> Staff receive high quality equity advice and there is evidence that a Te Tiriti o Waitangi focus and an equity lens is applied to all Cancer Society work
Support further development of Māori partnerships and relationships within or relevant to CSWD practice, policies and programme areas	Work in partnership with DHBs, PHOs, and NGOs. Evidence that Māori engagement with the CSWD has increased.
Assist in the continual review and improvement of CSWD policies and procedures to ensure they include an equity focus and align with Mātātuhi Ārahi, and the CSNZ Federation's Equity Charter.	Work in partnership with CEO, Te Rōpū Tautoko, Senior Managers, CSNZ Maori Rōpū to ensure policies and procedures are reviewed using a Te Tiriti o Waitangi focus and an equity lens.

Utilise Te Tiriti o Waitangi, Ottawa Charter, and range of other health strategies to guide programme implementation	Work in partnership with CEO, Te Rōpū Tautoko and Senior Managers and staff to ensure strategies, policies and procedures guide programmes using a Te Tiriti o Waitangi focus and an equity lens.
Design and development of Māori cultural safety training for the CSWD workforce	Identify baseline staff competencies and develop appropriate cultural safety education opportunities
Other tasks as agreed with the CEO	

PERSON PROFILE – KNOWLEDGE AND SKILLS:

Cultural Competencies

- Knowledge and understanding of the five Te Tiriti o Waitangi principles as they apply to the health and disability sector adapted from the recommendations made in the stage one report for Wai2575, the Health Services and Outcomes Inquiry 2019
- Committed to achieving equitable health outcomes for Māori
- Proven experience working within Māori whānau-centred models of practice
- In depth knowledge and understanding of the health needs of Māori
- Experience in providing cultural advice and support, with strengths in training, facilitating and supporting cultural competence and responsiveness to Māori
- Knowledge of, and comfort with Te Reo me ngā Tikanga Māori

Experience

- Established networks and relationships with iwi and Māori providers, Māori communities
- Experience working with and in complex organisations - eg DHBs, PHOs, NGOs
- Proven ability to lead and influence others to achieve effective outcomes for Māori capability
- Knowledge of the major influences of lifestyle factors on disease and cancer survivorship
- Understanding the medical, behavioural and socio-environmental approaches to health
- Knowledge of the contextual relationship between a cancer patient and the pathway trajectory of their journey
- Proven ability to develop and maintain relationships with a broad range of stakeholders, in a variety of settings
- Ability to critically evaluate own and organisation's work practices to facilitate cultural safety
- Previous experience working on equity, cancer support or community health projects would be an advantage
- Full drivers' licence
- Skilled and capable trainer/facilitator, with a strong Māori cultural knowledge base and the skills relevant for delivering training on cultural best practice within clear frameworks
- Responds to challenges proactively through the provision of further information and resources.

Communication and Interpersonal Skills

- Excellent listener and speaker
- Easily establishes rapport with people of diverse backgrounds; building relationships of trust and respect
- Seeks and is open to feedback, learns from mistakes and can remain calm under pressure
- Excellent writing and presenting skills

Personal Qualities

- Acts with honour and integrity
- A team player
- Respect for others
- Honest and reliable
- Able to hold confidentiality
- A commitment to on-going learning and development
- Effectively and professionally recognises and addresses work-related pressures and stress
- Non-smoker

DATED: June 2020