



WHANGANUI  
founded in  
**1892**



WAIRARAPA  
founded in  
**1896**



MANAWATŪ  
founded in  
**1902**



HOROWHENUA  
founded in  
**1987**

## Job Title – Pouahurea – He Kākano Rua (Cultural Competency Facilitator)

### Kaupapa | Purpose

Building cultural competency across UCOL (rohe/campus specific) through facilitation, coaching and guided progression within the He Kākano Rua framework.

The Pouahurea - He Kākano Rua (Cultural Competency Facilitator) is responsible for leading, coordinating, and delivering UCOL's cultural competency framework, *He Kākano Rua*. The role strengthens staff capability in mātauranga Māori and supports the practical application of Te Ao Māori methodologies. It champions Māori excellence by fostering strong relationships with hapū, iwi and Māori communities.

The position builds cultural confidence and bicultural practice to help UCOL honour its Te Tiriti o Waitangi obligations. A key focus is guiding staff in understanding and applying the four taura—Te Reo Māori, Tikanga Māori, Te Tiriti o Waitangi, and Ako—and supporting them to progress through the framework's pae (levels).

Reports to: Kaikōkiri Te Atakura

Team: He Kākano Rua (Manawatū, Wairarapa and Whanganui)

Base Remuneration:

### Tō mātou tirohanga roa | Our vision

Whakairohia he toki, tāraia te anamata | Learning with purpose, creating our futures

### Tō Mātou Pūtake | Our purpose

UCOL provides excellent and quality education opportunities that support learners, employers and communities gain the skills, knowledge, and capabilities Aotearoa needs now and for the future. Learners and their whānau are at the centre of all we do.

### Tā mātou whakahaerenga | Our Organisation

UCOL's roots began in 1892 in Whanganui, joined by Wairarapa in 1896, Palmerston North in 1902 and Horowhenua in 2017. Adapting to the growing needs of a young nation, UCOL's innovation and agility has a compelling track record.

UCOL in its many forms has been part of the community for more than a century. We are a proud example of a successful Institute of Technology and Polytechnic. We have a rich heritage and much to contribute to the future of vocational learning. UCOL is a valued and essential partner and is known for leading vocational education and training opportunities



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## Ngā mahi | Do

### 1 Deliver He Kākano Rua Framework

- Plan and deliver He Kākano Rua workshops, learning sessions, wānanga, and resources for staff.
- Facilitate cultural competence learning across all four taura, at Levels 1–4.
- Support individuals and teams to self assess their competency and build personalised development goals.
- Promote understanding of the framework, its purpose, and how it aligns with UCOL’s strategic commitments.

### 2 Staff Capability Building

- Identify learning needs and recommend development pathways.
- Provide coaching to help staff integrate Te Ao Māori into everyday practice.
- Model culturally responsive and bicultural behaviours consistent with He Kākano Rua.
- Develop tailored support for teams at different stages of their cultural capability journey.

### 3 Resource Development & Maintenance

- Create/provide accessible learning resources, guides, videos, and tools aligned with He Kākano Rua.
- Maintain content on Teams/Portal pages relating to cultural competency learning.
- Work alongside Kaikōkiri Te Atakura and other Māori staff/iwi and hapū to ensure accuracy and cultural integrity.

### 4 Relationship Management

- Build strong relationships across the campus you are employed at.
- Collaborate with Pouāhurea on other UCOL campuses, Te Atakura, Raukura and leadership teams to support bicultural initiatives.
- Engage with iwi, hapū, and Māori community partners as appropriate.
- Has regional iwi and hapū knowledge

### 5 Monitoring & Reporting

- Track staff engagement, development progress, and participation levels.
- Provide regular updates to your manager on uptake, progress, and opportunities.
- Contribute to organisational reporting relating to Te Tiriti o Waitangi commitments.

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## Pūkenga | Have

Bachelor of Education or related field or equivalent experience.

Fluent in te Reo Māori with highly developed interpersonal, written and oral presentation skills in both te reo Māori and English.

Proven ability to develop workshops and resources that provide meaningful professional development.

Exceptional stakeholder engagement skills.

Proven ability to build and maintain constructive, productive and mana-enhancing relationships in the workplace and with local iwi and hapū.

Strong knowledge of Te Ao Māori, tikanga, and Te Tiriti o Waitangi practices in a workplace setting.

Ability to support and advocate the use of te reo, tikanga and mātauranga Māori in the workplace.

Ability to support and advocate approaches that promote ōritetanga and prioritise the needs of priority groups.

Skilled communicator able to engage diverse audiences respectfully and confidently.

Confident in leading and guiding staff through cultural learning journeys.

3-5 years experience in a similar role.



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## Standard clauses

### Health and Safety Clause (all Kaimahi)

Under the Health and Safety at Work Act 2015, you must take reasonable care of your own health and safety and that of others affected by your actions at work. This includes complying with UCOL's health and safety policies, procedures, and relevant legislation. You must identify and report hazards promptly, use equipment and PPE correctly, report incidents and near misses immediately, and participate in health and safety training and initiatives. Active engagement in improving health and safety practices is expected.



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Waiaro | Be

## Ngā Uara | Our Values

### Whanaungatanga | Relationships

Connecting with people and establishing meaningful relationships built on trust and integrity is vital. Great relationships result in collaboration, partnerships and unity. At UCOL, we embrace diversity and inclusivity for all people.

### Kia eke panuku, eke Tangaroa | Excellence

Everywhere we look at UCOL we seek innovation and quality that defines us as a high performing institute. We strive for excellence in our programmes, our teaching methods, our resources and systems and processes. We want to see people excelling at what they do and are proud of what we achieve.

### Te huringa tangata | Transformation

Transformation requires inspiration, and bold, courageous behaviour. We take pride in being a part of the transformation that occurs in our students as they become successful graduates and alumni. UCOL is always looking at fresh ideas.

### Kia kakamā | Agility

Agility is about us working in many different ways, being adaptable and agile in the way we work with others. Through engagement, empowerment and innovation we develop deeper understanding and discover new ways of achieving our goals.

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## Ngā Hononga Mahi | Working relationships

### Functional Relationships

#### Internal:

- The Office of Chief Executive
- Manahautū
- Te Atakura
- Raukura
- Executive Deans
- Academic Portfolio Managers
- Staff Capability Leader
- Learning and Development Lead
- Academic and General staff

#### External:

NZIST and subsidiary groups  
Hapū, Iwi, community groups

