

Iwi Capacity & Capability Pilot

Secondment to Iwi Partners Fact Sheet

Is your organisation interested in shared benefits from building iwi capacity and capability to better engage in urban development, environmental, housing, transport, and other decision-making processes in the region? A secondment to one of our Iwi Partners is a valuable opportunity to work in-house with mana whenua to gain immersed understanding and improve your engagement practices. Arranged and supported by the Wellington Regional Leadership Committee (WRLC), a secondment also fulfills a resource need for our Iwi Partners to have more meaningful involvement in policies, projects, and processes – returning enduring benefits for your industry.

THE CHALLENGE

With organisations increasingly seeking iwi input and advice on various workstreams and projects, Iwi Partners are experiencing limited capacity or capability in some technical areas to meaningfully contribute within the required timeframes. The WRLC is hearing and seeing this is a significant challenge for our Iwi Partners to fully participate.

Iwi leaders (particularly pre-settlement) also have availability constraints for strategic oversight and relationship-building in key areas.

Even with funding for engagement, iwi organisations require capability and capacity to be represented, grow and nurture partnerships, and influence decision making.

THE OPPORTUNITY

This is an exciting time to be part of transformational iwi processes and expanding your world.

The secondment of an individual from their organisation (Home Organisation) to an Iwi Partner will support iwi with a technical resource in an area needed (for example, Project Management, Environmental Science, Communications), and help build their knowledge and experience in these systems.

The secondment could provide the Iwi Partner with additional technical capacity, a new capability in a technical area, or a resource to free-up iwi in senior positions to focus on strategic-level mahi.

Some Iwi Partners require expertise for a set time (for example, to strengthen their HR systems), while others require technical skills for a 12-month period to ease increasing workloads and/or build their capability.

OUTCOMES

Home organisation:

- Understanding iwi interests and perspectives
- Real experience working in Te Ao Māori
- Better informed approach to engagement practice
- An established relationship with the Iwi Partner
- Development opportunities for staff at a pivotal time for mana whenua
- Help grow a much-needed cultural skills base

Iwi Partner outcomes:

- Skills transfer from the Home Organisation to Iwi Partner - building iwi capacity and/or capability
- Provides critical expertise to support their more meaningful and timely investment in government and project priorities
- Supports good relationships between iwi and government/private sector by providing the timely and meaningful advice they require
- Enhances understanding to navigate local and central government and private sector processes
- Builds relationships with the Home Organisation, including identifying funding and/or future capability-building opportunities.

THE PROCESS

- Iwi Partners identify their resource requirements
- Home Organisations identify suitable secondees
- WRLC connect Iwi Partners with Home Organisations to discuss resources, suitable candidates, and secondment duration
- WRLC match Iwi Partners and Home Organisations
- Agree terms and expectations. It is expected the secondment is at no cost to the Iwi Partner.

The WRLC is committed to supporting Secondees, Home Organisations, and Iwi Partners including the development of Tuakana-Teina relationships. Refer to 'Support Information for Secondments'.