

Iwi Capacity & Capability Pilot

Work Placement 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 work placement for one of our Iwi Partners is a valuable opportunity to gain technical skills and cultural competency for your organisation through employing an iwi-affiliated individual. Arranged and supported by the Wellington Regional Leadership Committee (WRLC), a work placement 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 people-resources 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. An individual affiliated with the Iwi Partner (Employee) is employed by the Home Organisation (government or private sector) on a full-time basis for a fixed term (for example, 12 months), and splits their working week between the Home Organisation and their iwi, while:

Building iwi capacity for meaningful engagement within government and project timeframes

Building iwi capability in technical areas to support full participation in engagement opportunities, towards a more equitable capability to participate

Building systems knowledge to understand and navigate government and private sector processes.

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
- Cultural development opportunity at a pivotal time for mana whenua
- Help grow a much-needed cultural skills base.

Iwi partner:

- Provides paid technical resource for iwi
- Eases capacity and capability for more meaningful and timely investment in engagement
- Enhances understanding to navigate local and government and private sector processes
- Better informs engagement priorities and practice
- Establishes a relationship with the Home Organisation and industry, including to identify opportunities for funding and/or future capability-building opportunities.

THE PROCESS

- Iwi Partners identify their resource requirements and potential suitable Employees
- Home Organisations identify their resource needs
- WRLC connect with Iwi Partner and Home Organisation to discuss resourcing needs, preferred duration, and suitable candidates
- WRLC match Iwi Partners and Home Organisations
- Agree terms and expectations
- The Home Organisation generally pays 100% of the Employee's salary and applicable costs
- Terms include the duration of employment (for example, 12 months) and the split of the Employee's time (for example, 3 days at the Home Organisation and 2 days with their iwi)
- The Home Organisation employs the candidate
- Towards the end of the term, the Home Organisation may opt to extend the term date or employ the individual on a permanent basis. This is not expected but is a welcome opportunity.

The WRLC is committed to ensuring the Employees, Home Organisations, and Iwi Partners are well-supported, including the development of Tuakana-Teina relationships. Refer to 'Support Information for Work Placements'.