

ROLE PROFILE – Strategy & Innovation Manager

DEPARTMENT	Tāhuhu Rangapū
ROLE REPORTS TO	Tāhuhu Rangapū
REPORTING TO THIS ROLE	N/A
WORKING WITH THIS ROLE	Te Pae Urungi, Te Apārangi, other key internal Outcomes Framework influencers
LIAISES WITH INTERNAL	Other staff
LIAISES WITH EXTERNAL	Clients, vendors, third parties interests and stakeholders

BACKGROUND: MĀORI TELEVISION

Māori Television is New Zealand’s indigenous broadcaster, providing a wide range of local and international programmes for audiences across the country and online.

Our Vision

Māori language is a taonga (treasure) at the heart of Māori culture and New Zealand’s unique cultural identity. Our vision is for Māori Television to be "Te Kūaha ki te Ao Māori". Launched in 2004, Māori Television has two key long-term objectives:

- To significantly contribute to the revitalisation of the Māori language; and
- To be an independent Māori television service that is relevant, effective and widely accessible.

Outcomes Framework

We are working towards four outcomes:

1. More people value te reo me ngā tikanga Māori as part of our national identity. We will create, obtain and deliver content that enables people to value the Māori language and culture as a unique identity of Aotearoa. We will deliver content that supports people to use and learn the language, and celebrates the Māori culture. We want to reach out to as many people as possible, and we will have relationships with more people and partners so te reo Māori is heard and spoken throughout our communities.
2. More young people are excited about te reo Māori me ngā tikanga Māori. We will create, obtain and deliver content that excites young people about te ao Māori and inspires them to value and use te reo Māori me ngā tikanga Māori.
3. More people are engaged with high quality reo Māori and Māori content. We will create, obtain and deliver content that is well made and has a unique point of difference that will engage audiences and be available on various platforms. Our reo Māori content will be of high quality and will target audiences of different reo Māori abilities. We will produce content that provides Māori with an opportunity to learn more about their past to prepare them for their future.

4. Our organisation inspires the revitalisation of te reo Māori me ngā tikanga Māori. We will provide an organisational culture that supports our people and partners to use te reo Māori me ngā tikanga Māori in an innovative and creative way.

PURPOSE AND PRIMARY GOALS OF ROLE:

- To be responsible for planning and supporting Te Pae Urungi in the development of Māori Television’s strategic outcomes framework and long-term goals. This includes conducting organizational reviews to identify strengths and weaknesses, evaluating operational effectiveness and making recommendations based on emerging trends, co-investment opportunities, competitive threats and internal business process improvement.
- To coordinate people and processes to ensure that our Outcomes Framework and action plan is delivered on time and produces the desired results. This role will be the go-to person for everything involving the Outcomes Framework including the Whakamahi Action Plan, monthly and quarterly reporting and timeline.
- To develop detailed project plans, progress reports, ensuring resource availability and allocation and delivering all goals and projects on time within budget and scope.

Key Result Areas (KRAs)	Critical Tasks (CTs)	Key Performance Indicators (KPIs)	Competencies
Co-ordinate & contribute to the strategic direction of Whakaata Māori	<ul style="list-style-type: none"> • Support Tāhuhu Rangapū & Te Pae Urungi in the development, review & implementation of our Outcomes Framework ensuring it is fit for purpose & delivers upon our Shareholding Ministers & Board of Directors strategic objectives • Proactively contribute to the Executive strategic planning processes • Support the development, setting and implementation of the strategy and plans across all teams 	<ul style="list-style-type: none"> • Exemplary contribution to Executive strategic planning is achieved. • Māori Television strategies are achieved and aligned to the Outcomes Framework. 	<ul style="list-style-type: none"> • Strategic thinking • Relationship building • Creativity • Understanding of Māori Television statutory objectives, Outcomes Framework and strategies
Delivery of our Outcomes Framework through the successful co-ordination of internal & external resources	<ul style="list-style-type: none"> • Developing project scopes and objectives, involving all relevant stakeholders and ensuring technical feasibility • Use appropriate verification techniques to manage changes in project scope, schedule and costs • Coordinate internal resources and third parties/vendors for the flawless execution of 	<ul style="list-style-type: none"> • All projects are delivered on-time, within scope and within budget • Detailed project plan implemented to track progress • Detailed resource plan implemented • Key internal & external stakeholders are engaged & fully informed on the expectations in delivering the Outcomes Framework 	<ul style="list-style-type: none"> • Proven working experience as a project manager • Experience working in broadcasting or in an outcomes driven organisation • Motivational leadership skills • Team building skills • Culturally aware

	<p>projects</p> <ul style="list-style-type: none"> • Develop comprehensive project plans to be shared with stakeholders as well as other staff members • Ensure resource availability and allocation • Meet budgetary objectives and make adjustments to project constraints based on financial analysis 		<ul style="list-style-type: none"> • Understanding of te reo me ngā tikanga Māori • Ability to support staff and diagnose training opportunities • Reporting skills • Good time management
<p>Drive an organisation-wide innovation culture that enhances the delivery of our Outcomes Framework</p>	<ul style="list-style-type: none"> • Interpret business strategy and determine innovative solutions supporting strategy implementation • Design and model solutions for innovation and experience along with similar initiatives variants • Perform with innovation development groups to conduct insights as well as design outputs to their work • Manage and evaluate portfolio data and innovation pipeline assisting strategic decision-making and Go-to-Market process. • Manage prime team functions and activities for strategic direction • In collaboration with the Audience Engagement team, data & insights are leveraged to inform innovation plans 	<ul style="list-style-type: none"> • Collaborative partnership with senior leaders across Whakaata Māori that regularly results in new ideas being implemented • Implementation of internal & external innovation & idea hubs • Implementation of idea generation framework 	<ul style="list-style-type: none"> • Postgraduate degree in a relevant subject or an equivalent combination of relevant experience and/or education and training • Applied experience in implementing innovative solutions to challenges • Strong facilitation, consultation and convening skills and experience. Training experience a plus • Strong interpersonal skills and ability to build trust and productive relationships
<p>Implementation of a risk management framework</p>	<ul style="list-style-type: none"> • Perform risk management to minimise project risks 	<ul style="list-style-type: none"> • Project risk management framework implemented • Risks & mitigation strategies identified & escalated to Te Pae Urungi in a timely manner, as needed 	<ul style="list-style-type: none"> • Well organised and efficient • Proven risk management skills • Exceptional written and verbal communication skills

Effective project performance progress reporting	<ul style="list-style-type: none"> • Measure project performance using appropriate systems, tools and techniques • Create and maintain comprehensive project documentation • Track project performance, specifically to analyse the successful completion of short and long-term goals 	<ul style="list-style-type: none"> • Spreadsheets, diagrams and process maps to document needs developed • Clear & concise project documentation developed & shared with key stakeholders • Fortnightly, monthly & quarterly reporting delivered on time & to an exceptional standard 	<ul style="list-style-type: none"> • Proven working experience as a project manager • Strong working knowledge of Microsoft Office • Excellent written and verbal communication skills
Relationship Management	<ul style="list-style-type: none"> • Establish and maintain relationships with third parties/vendors 	<ul style="list-style-type: none"> • Manage the relationship with the client and all stakeholders 	<ul style="list-style-type: none"> • Excellent written and verbal communication skills • Good understanding of te reo Māori me ngā tikanga Māori • Experience working in a kaupapa Māori based organisation
Organizational and leadership skills	<ul style="list-style-type: none"> • Use and continually develop leadership skills 	<ul style="list-style-type: none"> • Demonstrates solid understanding of good organisational citizenship. 	<ul style="list-style-type: none"> • Solid organisational skills including attention to detail and multi-tasking skills
Related duties	<ul style="list-style-type: none"> • Perform other related duties as assigned 	<ul style="list-style-type: none"> • Other duties are executed as required 	<ul style="list-style-type: none"> • Flexible & agile working approach

RESOURCE REQUIREMENTS

Laptop		
Desk		

CONTRIBUTION TO MĀORI TELEVISION

- To ensure that any ideas that may enhance the productivity or systems of the company are brought to the attention of your manager;
- Communicate care and passion for the Māori Television Brand;
- Strive to be positive and constructive at all times;
- Straight talking about the facts of the situation – open discussions are the best way to find solutions;
- Help others through communicating clearly;
- Deliver on commitments;
- Support all of the team that you are working with to ensure the achievement of goals;
- Volunteer for projects as is practical outside your normal scope to widen your contribution to the overall success of the company;
- Adhere to all company policies;
- Carry out any other tasks that arise to meet the operational needs of Māori Television

LIVING OUR VALUES

Māori Television is a leader in media content and technology. We succeed because of the talents and commitment of our people. We can all contribute to making Māori Television a great place to be, to have fun and succeed – for ourselves and the reason we are here to best support the reason we are all here, *Te Kūaha ki te Ao Māori*. We have four values about how we get along. They sum up how we do work here at MTS. By applying these values in our work, we can make our work more constructive and rewarding:

The principles that guide and rule how we will operate and work together are:

- Kia Tika - Be professional and maintain high standards;
- Kia Pono - Be truthful, honest and act with integrity;
- Kia Aroha - Be respectful and demonstrate empathy;
- Kia Māori - Maintain core Māori values.

	The Employee	On behalf of Māori Television
Name		
Signature		Position:
Date		