

Position Profile | Te Whakatūrangā ō Mahi Health New Zealand | Te Whatu Ora

Title	Health Promotion Advisor Kaitohu Whakatairanga Hauora
Reports To	Community and Whānau Wellbeing Team Lead, Queenstown/Invercargill/Dunedin
Location	Queenstown/Invercargill/Dunedin
Business Group	Te Waipounamu, National Public Health Service
About the Role	<p>The Health Promotion Advisor position is to carry out the health promotion functions of the Community and Whānau Wellbeing team which aims to enhance the health and wellbeing of the whole community.</p> <p>Working collaboratively to enhance community health and wellbeing, this includes supporting action which positively influences the determinants of health, eliminates health disparities, honours Te Tiriti and builds towards Pae Ora (healthy futures).</p> <p>Key aspects of this position include.</p> <ul style="list-style-type: none"> • Being a connector, influencer, and facilitator, as well as advocate and champion of collaborative relationships and community-led development that bring about supportive healthy environments. • Supporting knowledge exchange, sharing insights, and evidence to enable the development of co-produced solutions alongside whānau, hapū, iwi, and the wider community. • Connecting with other health promotion providers, and community-based health promotion roles to develop innovative approaches for improving community and whānau wellbeing. • Using a community partnership approach design, deliver, and evaluate collaborative health promotion such as initiatives in settings such as education, workplaces, marae and through working with local government and other agencies to improve wellbeing. • Developing partnerships for integrated public health action to address the determinants of health and achieve equity. <p>The Community and Whānau Wellbeing team, in collaboration with the Regional Health Promotion Development and Delivery Lead and the Chief Health Promotion Advisor, will develop, implement, and evaluate health promotion programs to achieve community aspirations and strategic public health goals.</p> <p>Health Promotion Advisors are expected and supported to actively build their knowledge and skills, in line with the Aotearoa New Zealand Health Promotion Competencies.</p>
Organisational Impact	The primary organisational impact of the position is to design, deliver and evaluate collaborative health promotion initiatives that give effect to Pae Ora.
National Public Health Service	<p>Our purpose is: Manaakitia ngā whanau me ngā hapori , ko te pae ora te take matua - Enable whānau and communities to lead lives of wellness</p> <ul style="list-style-type: none"> • We deliver national, regional, and local equity led public health services, underpinned by Te Tiriti, to achieve pae ora/healthy futures. • In honouring Te Tiriti o Waitangi, we create an environment for mana whakahaere, mana motuhake, mana tāngata and mana Māori. • Our workforce reflects the diversity of people across Aotearoa so whoever they are and wherever they are, they can see themselves. • Through mahi tahi, our highly trained, trusted, competent, culturally safe, and knowledgeable kaimahi support mauri ora, whānau ora and waiora. • Our kotahitanga/unity with community providers and trusted partners across sectors enables a holistic hauora model encompassing all the determinants of health. • Together we are bold in challenging the status quo; supported and empowered to be creative, innovative, flexible and adaptative in how we work.

	<ul style="list-style-type: none"> We anticipate, predict, identify, and address issues, embrace opportunities, and continually improve delivery of health protection, prevention, and promotion services. 												
Te Mauri o Rongo – The New Zealand Health Charter	<p>Te Mauri o Rongo provides common values, principles, and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.</p> <p>The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represents. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.</p>												
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Key Result Areas	Expected Outcomes (Role specific)
Health Promotion	<ul style="list-style-type: none"> Understands health promotion in the Aotearoa New Zealand context, including, Māori models of health, the Ottawa Charter and the determinants of health Uses health promotion knowledge to plan, implement, monitor, and evaluate public health projects Champions Māori health equity Champions equity for all other priority populations Build towards Pae Ora by applying various health promotion approaches and tools Influences policymaking and creates supportive environments Understands the systems, structures, policies, and legislation that impact health Uses co-design and community development approaches Develops effective communications for health promotion action using current information technologies
Achieving equity for Pae Ora	<ul style="list-style-type: none"> Works collaboratively with team members and across sectors, to collectively contribute to the strategic health outcomes outlined in the Pae Ora (Healthy Futures) Act 2022, Te Pae Tata the New Zealand Health Plan, and relevant National Public Health Service documents Ensures all work prioritises equity that impacts on iwi and Māori communities and addresses intersectional inequities as both a population health concern and Te Tiriti right for Māori Role-models a positive change in the way we work to improve health outcomes and achieves equity for Māori, Pacific, Whaikaha, and other groups, that achieves the goals of Pae Ora
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Advocate and challenge to ensure all work reflects our Te Tiriti o Waitangi obligations Champions the Article II rights of iwi and Māori communities to maintain tino rangatira and progress their mana motuhake in the work programme of the National Public Health Service Ensures a focus on equity for Māori as a right under Article III in the work programme Contributes to developing Te Tiriti dynamic work and makes a positive contribution enhancing the Te Tiriti literacy of the workforce

	<ul style="list-style-type: none"> Focuses on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. Support tāngata whenua and mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery, and monitoring of health care.
Collaborative Relationships	<ul style="list-style-type: none"> Builds and maintains positive relationships, role modelling manaakitanga and uplifting the mana of others Identifies key stakeholders through a process of proactive and responsive engagement Collaborates with partners and other stakeholders who deliver health promotion interventions Identifies community voice and resources using participatory methods Facilitates alongside communities to articulate their needs and advocate for equitable opportunities and resources Participates in relevant networks and communities of practice and collaborates to ensure two-way information sharing within and between local, and regional networks
Communication	<ul style="list-style-type: none"> Demonstrates knowledge of National Public Health Service and the public health system Communicates key messages effectively and concisely to a diverse audience Presents to and facilitates meetings, workshops and wānanga that contribute towards positive outcomes Advocates clearly, preparing, and presenting evidenced based advice and or professional opinions well Keeps up to date with the communication and engagement preferences of different community groups Maintains awareness of various communication barriers for different communities
Systems and Design Thinking	<ul style="list-style-type: none"> Recognises Te Ao Māori worldview including the importance of relationships Recognises components of a system and their interconnectedness Works with others to translate complex ideas simply Uses empathy and generates new ideas and draws on a range of information sources to identify new ways of doing things Uses reflective practice, active listening that utilises approaches that support empowerment, participation, capacity building and equity
Project Management	<ul style="list-style-type: none"> Ensures projects are managed to a high standard and delivered on time and within budget Maintains accurate records of meetings, discussions and expenditure using organisational processes and systems Identifies risks and communicates issues in a timely manner using appropriate channels Manages competing priorities and stakeholder expectations well, using effective communication, organisational and time management skills
Data and Evaluation	<ul style="list-style-type: none"> Regularly evaluates the impact of health promotion activities and produces reports demonstrating the value and outcomes of initiatives Coordinates and shares local level research and insights Ability to assess issues in an ambiguous environment and suggest pathways forward Uses reflective practice, is forward-thinking, innovative and responds positively to change Looks for opportunities to make improvements Adopts a growth mindset, is open to feedback and strives to learn and grow Collects and examines data to ensure a full understanding of equity / inequity issues

Key Relationships

External – (Note: will depend on your work areas)

- Local hapū and iwi
- Iwi and Hauora Māori providers
- Local Councils
- Government agencies
- Other health & social service providers
- Education settings eg, Early Learning Services, Schools, and Kura

Internal

- Community and Whānau Wellbeing team
- Regional Health Promotion Development and Delivery Lead
- Regional Chief Health Promotion Advisor
- Public Health Specialists
- Te Waipounamu - Regional Public Health Service
- National Public Health Service Directorates

- Workplaces – business sector

Essential Requirements	
Experience	<ul style="list-style-type: none"> • Previous experience in health promotion, community development or a related role • Demonstrated ability to work collaboratively alongside communities and wider stakeholders • Demonstrated ability to plan, implement, monitor, and evaluate projects
Knowledge, Skills, and Attributes	<ul style="list-style-type: none"> • Demonstrated understanding of the Te Tiriti o Waitangi and the implications for public health including the determinants of health • Knowledge of the New Zealand health system and public health service delivery • Understanding of healthy setting approaches, community-led development, systems thinking, co-design and collective Impact • Political systems awareness and political savvy • Excellent communications and presentation skills • Proficiency in formative research and data analysis • Professionalism (includes effective inter-personal communication, teamwork, accountability, risk management, self-management/organisation) • Reflective practice • Passion for improving the health and well-being of Tāngata Whenua Māori • Passion for improving the health and well-being of diverse communities. • Commitment to Te Tiriti o Waitangi dynamic health promotion practice
Education	<ul style="list-style-type: none"> • A tertiary qualification in public health, health promotion, social science, education, Māori studies or related fields or equivalent experience

You agree to demonstrate flexibility and a willingness to perform a variety of tasks to promote and support Health New Zealand | Te Whatu Ora, National Public Health Service initiatives as agreed with your manager.

Emergency Management

The National Public Health Service has a contractual and legislative responsibility to provide public health services during an emergency. The response to an emergency is to:

- Protect the health of the affected population.
- Contribute to the implementation of emergency response plans.

Team members may be asked to assist where a service level response is required such as a significant outbreak or other public health emergency. As part of readiness for an event, they will be provided with the training required for their position in an emergency response. This includes participation in exercises and their evaluation to ensure effective readiness and response.