



## Associate Trustee – Position Description

### **AUTHORITY/RESPONSIBILITY:**

The Ngāti Tama ki Te Waipounamu Trust is the legal authority for Ngāti Tama ki Te Tau Ihu.

The Board of Trustees meet eleven times per year in person.

The Associate Trustee to the Board acts as a full Trustee without any associated legal authority or responsibility. The Associate Trustee is expected to develop their skills as a potential future governor of Ngāti Tama ki Te Waipounamu Trust through participating in and contributing to Board meetings as though they were a fully elected member. The position is therefore expected to act in a position of trust for Iwi Members and is responsible for participating in the effective governance of the organisation.

### **QUALIFICATIONS/SKILLS:**

Proven knowledge, skills and experience or demonstrated potential to develop in one or more areas of governance: Strategic Planning, Communication, Business Acumen, Leadership, Tikanga Maori and Regional Maori Politics, Networking and/or Human Resources.

The Associate Trustee must be a registered Iwi Member of Ngāti Tama ki Te Waipounamu Trust.

### **TERM:**

The Associate Trustee is appointed by the Board and serves for a one-year term.

### **KEY OBJECTIVES:**

The objectives of the Associate Trustee of Ngāti Tama ki Te Waipounamu Trust are:

1. To develop an understanding of Ngāti Tama ki Te Waipounamu Trust's strategic objectives and business goals while developing their strategic governance leadership potential;
2. To fully participate in Board discussions regarding the prudential management of ngā taonga tuku iho, the whenua and resources entrusted for the benefit of current and future generations;
3. To fully participate in Board discussions ensuring ongoing accountability of the Board to all Ngāti Tama ki Te Waipounamu Trust Iwi Members;
4. To effectively participate in the governance of the Trust's business, strategies and activities in accordance with the policies developed by the Committee;
5. To represent where requested by the Board the position of the Trust with external stakeholders;



6. To act, where required, as appointed representatives of the Trust's activities in subsidiary entities within the Trust Group, within agreed delegations and with appropriate indemnification;
7. To actively participate in discussions establishing overall long and short-term goals, objectives and priorities for Ngāti Tama ki Te Waipounamu Trust in meeting the needs of its Iwi Members;
8. To actively participate in monitoring and evaluating the effectiveness of Ngāti Tama ki Te Waipounamu Trust in meeting its goals through a regular review of programs and services;
9. To develop positive working relationships with other Board members and Trust Group staff.

### **POSITION REQUIREMENTS:**

1. Commitment to the vision, mission, values and behaviours of Ngāti Tama ki Te Waipounamu Trust;
2. Understanding of Te Ture Whenua Maori Act 1993, 2014 Te Waka a Māui Settlement Act, and other relevant legislative and constitutional requirements;
3. Knowledge and skills or demonstrated potential to develop in one or more areas of governance: Strategic Planning, Communication, Business Acumen, Leadership, Tikanga Maori and Regional Maori Politics, Networking and/or Human Resources;
4. Attendance at monthly Board meetings and teleconferences;
5. An approximate time commitment of ten hours per month, (includes meeting preparation and meeting time);
6. Attendance at the Annual General Meeting of Iwi Members;
7. Be informed of the business, activities and services of Ngāti Tama ki Te Waipounamu Trust and other subsidiary entities within the Trust Group, and publicly support them; Prepare for and participate in the discussions and the deliberations of the Board;
8. Foster a positive working relationship with other Trustees, and Trust Group staff; and
9. Be aware of and abstain from any real or perceived conflict of interest.

### **Signatures**

SIGNED BY

**Ngāti Tama ki Te Waipounamu**

**Trust**

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Trustee

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Associate Trustee



## **Person Specification**

### **Strategic Planning**

The ability to visualise the future impacts of opportunities and threats facing the Trust across its current and future operations, to fully understand the policies of the Trust and their parameters for executing them. The ability to undertake analysis of strategic options facing the Trust and through management, review options and oversee effective implementation.

### **Communication**

The ability to provide clear written and oral direction to management, committee, staff, shareholders, third party providers, allies, government and the public. Clarity, conciseness and ability to develop strong rapport are essential.

### **Business Acumen**

Strong commercial abilities to identify opportunities, risks and ultimate benefits to the Incorporation across land management, food/agribusiness, property (commercial) and diversified investment activities. The ability to identify and develop partnerships and joint ventures which will benefit the Trust's diversified businesses.

### **Leadership**

The ability to contribute to the creation of a shared vision for the Trust and demonstrate the behaviours to build the team to make this a reality. To actively support this shared purpose and to guide management to implement it. To be able to carry the confidence of shareholders through this process, and to inspire trust, openness and cooperation with key stakeholders and the public domain.

### **Tikanga Māori and Regional Māori Politics**

The understanding of protocols, customs and practices (ngā tikanga me ngā kawa) relevant to Ngāti Tama ki Te Tau Ihu and the Trust's dealings with Māori stakeholders. The ability to interact with Iwi Members and stakeholders in a Māori environment with comfort and authority. In addition, knowledge of Iwi political considerations, treaty claim processes and key players will be important. The ability to work effectively in a culturally compatible manner with Iwi groups will be critical.

### **Networking**

To be able to grow the alliances and networks of the Trust in both the public and private sectors. To effectively represent the Trust in public forums with credibility. To proactively identify the skills, connections and assets amongst businesses and public institutions, and to facilitate the Trust's interaction with these groups. The flexibility to be able to network across cultures.

### **Human Resources**

The ability to provide sound and practical understanding of employment legislation, organisational planning and development, recruitment, performance management and health and safety.