

BRANNIGANS®



Candidate Briefing Pack

Pou Ahurea/Cultural Manager

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History of Ngāti Tama

According to Ngāti Tama traditions, our ancestors journeyed from Hawaiki aboard the waka Tokomaru under the leadership of Tamaariki and the guidance of the tohunga Rākeiora. Landing at Mohakatino and Tongapōrutu in northern Taranaki, the descendants of Tokomaru established thriving communities and built enduring relationships with neighbouring iwi through whakapapa, trade and shared history.

Over generations, Ngāti Tama flourished across the Poutama region of northern Taranaki, drawing strength from deep connections to the whenua and moana, and becoming known for resilience, leadership and strong alliances with related iwi. In the late eighteenth and early nineteenth centuries, significant migrations led by rangatira such as Te Kaeaea and Te Pūoho ki te Rangi saw Ngāti Tama journey south and eventually settle in Te Taihu o Te Waka-a-Māui.

In Te Taihu, Ngāti Tama established communities across Mohua, Motueka and Whakatū, from Whangamoa to Kahurangi. Building on the abundance of the land and sea, our tūpuna sustained strong cultural, spiritual and economic connections while maintaining ties to their Taranaki homelands. Places such as Parapara, Wainui, Te Waikoropupū and Wakapuaka remain enduring symbols of Ngāti Tama's relationship with this whenua.

Today, Ngāti Tama ki Te Taihu continues to uphold the values, knowledge and traditions carried across Te Moana-nui-a-Kiwa aboard Tokomaru, nurtured through generations in Taranaki and firmly rooted in Te Taihu.

As our people say, *Tama tū ki Te Taihu, Tama ora ki te ao.*"

For more information, visit [Ngāti Tama ki Te Waipounamu Trust](#)



Ngāti Tama Today



Ngāti Tama ki Te Waipounamu Trust

Ngāti Tama ki Te Waipounamu Trust represents Ngāti Tama ki Te Taihu and oversees the management of assets and resources for the benefit of present and future iwi members. The Trust has two wholly owned entities: a commercial company and a charitable trust.



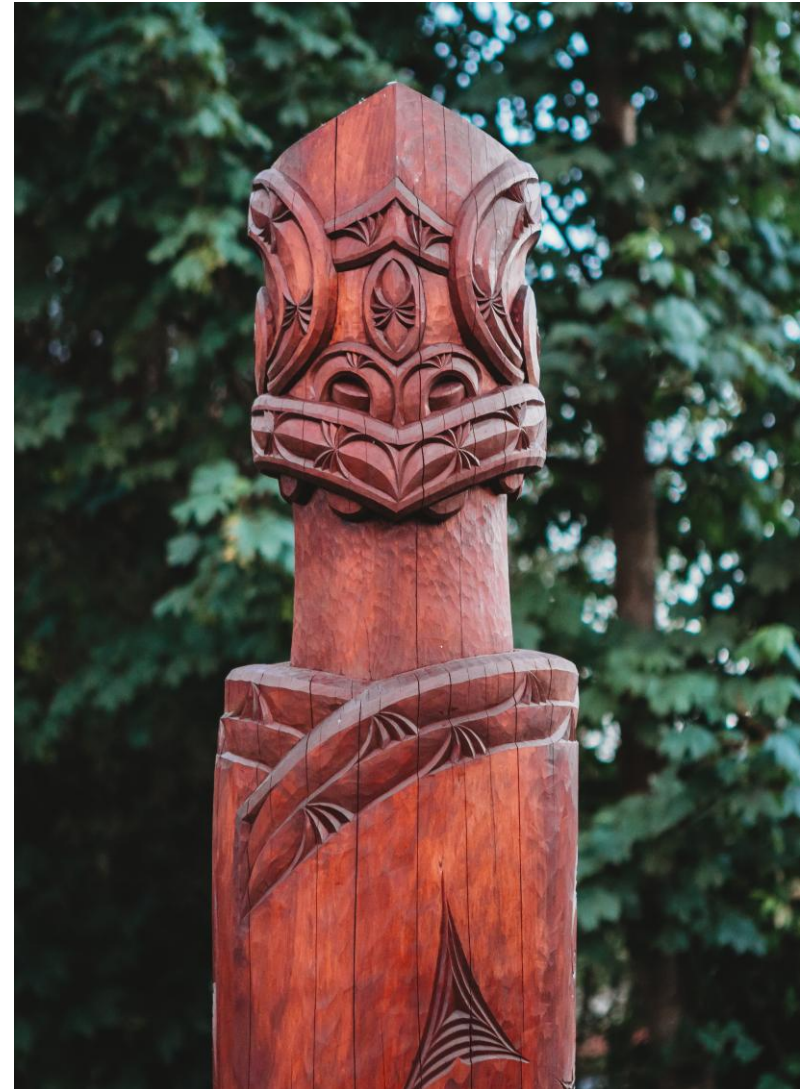
Ngāti Tama ki Te Waipounamu Charitable Trust

Ngāti Tama ki Te Waipounamu Charitable Trust is the charitable arm of the Trust Group, delivering grants, cultural programmes and support services that benefit iwi members. Its purpose is to manage charitable resources and funding for the wellbeing and advancement of current and future generations of Ngāti Tama ki Te Taihu.



Tama Asset Holding Company Limited

Tama Asset Holding Company Limited is the commercial asset holding entity for Ngāti Tama ki Te Taihu, managing fisheries and aquaculture assets on behalf of the iwi and in alignment with the strategic direction of the Ngāti Tama ki Te Waipounamu Trust.



Marae



Onetahua Marae – Pohara Valley Road, Tākaka

The local name for the nearby Farewell Spit, and is translated as ‘heaped up sand’. The whare tīpuna, Te Ao Marama, was opened in 2001. Onetahua connects ancestrally to the waka Tokomaru, the maunga Parapara, the awa Pariwhakaoho, and the puna Te Waikoropupū.



Whakatū Marae – Atawhai Drive, Whakatū

Developed from a disused site of the 1960s to a beautiful site that houses; Kaakati (whare tupuna), Mauriora (whare kai), six whare kaumātua, Kopuawai Te Kōhanga Reo, Tūmatakōkiri and Rangikapua buildings that houses offices for our whānau ora services, equipment shed, and ablution blocks.



Te Āwhina Marae – Pah Street, Motueka

A place for māta waka and the wider community. Our iwi are Ngāti Rārūa and Te Ātiawa o te Waka-ā-Māui and we carry strong associations to Wakatū Incorporation and Whakarewa, Te Whānau o Motueka.

Vision, Purpose and Mission



OUR VISION

Tama tū ki Te Taihū, Tama ora ki te ao

Our place, our people, our destiny

OUR PURPOSE

Ensuring a thriving Ngāti Tama identity –
one that empowers our whānau,
protects our taiao and
strengthens our collective future.

OUR MISSION

Mā ngārahu, ka mura te ahikāroa

Success will depend on each
of our contributions

Values

Our values are the foundation of who we are as an organisation and as a whānau. They shape the way we work together, the decisions we make, and the relationships we build. By living our values every day, we create trust, respect, and a shared sense of purpose that guides us through challenges and opportunities. They are not just words – they are the compass that keeps us aligned and connected, ensuring that everything we do reflects what truly matters to us and our people.



TŪRANGATIRA



Courage
Determination
Growth



ĀKONA KIA TUPU



Learn
Teach
Evolve



MANA ĀIAKI



Restore
Protect
Sustain



AROTAHĪ AI TĀTOU



Collective
Unified
Inclusive

Our strategic plan is anchored in five pou, each representing a key area of focus for Ngāti Tama.



Ahuhautū | Leadership and Direction

Growing confident, capable leaders who can guide Ngāti Tama into the future.

Ahurea | Culture and Identity

Upholding and embedding the Ngāti Tama way of being across generations.

Ahumahi | Employment and Potential

Supporting whānau to grow skills, succeed in mahi and contribute to the collective wellbeing of our iwi.

Ahuora | Health and Wellbeing

Empowering whānau to live healthier lives with fairer access to health outcomes.

Ahutaiao | Environment

Respecting and sustaining our natural world so future generations can enjoy and connect with it.

The Opportunity

The Pou Ahurea/Cultural Manager is responsible for leading and activating the cultural aspirations of Ngāti Tama, translating strategy into meaningful programmes and initiatives that strengthen cultural identity, te reo Māori, tikanga, whakapapa connection and whānau wellbeing. Reporting directly to the Te Pou Whakahaere/Chief Executive, the role provides leadership across cultural development, community engagement, wānanga, education pathways and strategic partnerships, ensuring cultural priorities are delivered in ways that are relevant, accessible and impactful for current and future generations.

The role also plays a critical leadership function in advancing cultural revitalisation, building capability across whānau and the wider iwi, and ensuring Ngāti Tama has the programmes, partnerships and pathways required to successfully realise its long-term cultural aspirations.

The drawcard of this opportunity is the ability to make a lasting contribution to the cultural revitalisation and future identity of Ngāti Tama. Unlike traditional cultural advisory positions, this role is highly strategic and community-focused, providing the opportunity to shape cultural development across the iwi while building capability, confidence and connection within whānau. Working alongside a dedicated Cultural Practitioner and senior leadership team, the successful candidate will help create enduring cultural outcomes, develop future leaders, and ensure Ngāti Tama's cultural aspirations are translated into tangible intergenerational impact.



Ideal Candidate Profile

Qualifications and Skills

- Proven experience leading cultural development, community development, iwi development, kaupapa Māori programmes, or whānau-focused initiatives.
- Demonstrated ability to translate strategic aspirations into practical programmes, workplans, partnerships and measurable outcomes.
- Strong understanding of tikanga Māori, te ao Māori and cultural development within a kaupapa Māori environment.
- Te Reo Māori capability, or a genuine commitment to developing proficiency and supporting its use across whānau and iwi programmes.
- Strong programme and project management skills, with the ability to coordinate multiple initiatives simultaneously.
- Experience designing and delivering wānanga, cultural learning opportunities, engagement programmes and community initiatives.
- Exceptional relationship-building skills with whānau, kaumātua, iwi partners, education providers, health providers and community stakeholders.
- Strong communication and facilitation skills, with the confidence to lead hui, facilitate learning experiences and engage diverse audiences.
- Demonstrated people leadership capability, including mentoring, coaching and supporting the development of others.
- Ability to mobilise communities of practice and bring people together around shared cultural outcomes.
- Strong organisational skills, accountability and a disciplined approach to delivery and reporting.

Ideal Candidate Profile cont.

Preferred Qualifications and Experience

- Experience working within an iwi organisation, Māori trust, Māori health provider, educational institution, or community development setting.
- Knowledge of Ngāti Tama history, whakapapa, cultural priorities and connections to Te Taihū, or a strong willingness to learn.
- Experience delivering te reo Māori, tikanga, cultural revitalisation, education or whānau development initiatives.
- Understanding of Te Tiriti o Waitangi and the role of iwi in cultural, social and community development.
- Experience managing funding relationships, programme budgets, providers and reporting obligations.
- Digital capability and confidence using technology to support engagement, learning and programme delivery.

Personal Attributes

- Passionate about strengthening cultural identity, whakapapa connection and intergenerational wellbeing.
- Strategic thinker who can see the bigger picture while remaining focused on practical delivery.
- A natural connector who enjoys bringing people together and building collective capability.
- Authentic, credible and comfortable working within a kaupapa Māori environment.
- High levels of integrity, humility, professionalism and personal accountability.
- Collaborative leadership style with the ability to influence, inspire and empower others.
- Values-driven and committed to the aspirations and long-term vision of Ngāti Tama.
- Resilient, adaptable and comfortable working in a dynamic environment with evolving priorities.
- Motivated by kaupapa-driven outcomes, collective wellbeing, and the long-term stewardship of cultural legacy.

View full position description [here](#)

Meet the Team



Hēmi Sundgren
CEO



Jasmine La'auli
Te Pou Whakakori - Events,
Engagement, Programmes



Dayveen Stephens
Te Pou Taiao – Environmental
Manager



Jacinta Beullens
Te Pou Whakarakei - Graphic
Designer



Robert Hovendon
Te Pou Tahua - Group
Accountant



Suz Tawaka
Te Pou Tari – Office Co-
Ordinator

Your Lead Talent Partner



ODETTE SHEARER

Lead Talent Partner

Mobile: 021 270 8657

[LinkedIn](#)



NICK CARTER

Talent Partner | Executive Director

Mobile: 027 591 3422

[LinkedIn](#)

To view the job advertisement and to apply click [here](#)

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Indicative Timeline

PROPOSED DATE	PLANNED ACTIVITIES
30 September	Applications close
From 8 October	Initial conversations with long listed candidates commence
From 21 October	Brannigans 1st round interviews with long listed candidates commence
From 9 November	Ngāti Tama interviews with short listed candidates