



Position Title	Māori Strategic Advisor
Capability Framework Level	Senior
Date Reviewed	March 2026

Incumbent Name	VACANT
Signature	

## College Overview

The Australasian College for Emergency Medicine (ACEM) is a not-for-profit organisation responsible for the training, assessment and continuing professional development of emergency physicians as well as the advancement of professional standards in emergency medicine in Australia and Aotearoa New Zealand.

Our vision is to be the trusted authority for ensuring clinical professional and training standards in the provision of quality, patient-focused emergency care.

Our mission is to promote excellence in the delivery of quality emergency care to all our communities through our committed and expert members.

The ACEM Core Values which employees and members hold themselves and others accountable are:

- Equity
- Respect
- Integrity
- Collaboration

## Department Overview

This role operates at an executive advisor level, providing specialist advice and guidance to the Executive and all departments across the organisation to support informed decision-making, strategic alignment, and effective service delivery

## Position Purpose

The Māori Strategic Advisor is an executive-level, identified role providing authoritative advice and strategic leadership to ACEM's Board, Chief Executive Officer and Executive on matters relating to Māori health equity, cultural safety, Te Tiriti o Waitangi obligations, governance and organisational accountability. Operating within the context of ACEM's role as a specialist medical college for

emergency medicine Aotearoa New Zealand, the position supports the integration of Māori perspectives, mātauranga Māori and tikanga across ACEM's governance, strategy, policies, standards, training frameworks and organisational culture.

The role contributes to the development, implementation and monitoring of ACEM's strategic commitments, including the 2025–2030 Strategic Plan and Te ACEM Rautaki Manaaki Mana: Excellence in Emergency Care for Māori, ensuring these commitments translate into measurable, sustainable and system-aware outcomes with an overarching goal of improving health outcomes for Māori.

The role provides high-level advice on cultural, reputational and systemic risks and opportunities, and supports ACEM to strengthen culturally safe practice and uphold Te Tiriti-consistent approaches within its organisational operations and influence across the emergency medicine system.

The Māori Strategic Advisor works in partnership with internal stakeholders and, where appropriate, iwi, hapū, Māori health providers and sector partners to support informed, respectful and accountable engagement. This is a non-clinical role operating within a complex health and regulatory environment, requiring a strong understanding of the Aotearoa New Zealand health system.

This is an identified Māori position. In accordance with relevant New Zealand employment and human rights legislation, being of Māori descent and having strong connections to te ao Māori is a genuine occupational requirement of this role.

## Key Responsibilities

The key responsibilities of the role shall include, but not be limited to:

- Provide strategic, independent advice to the Board, Chief Executive Officer and Executive on Māori health priorities, aligned with ACEM's Strategic Plan, *Te ACEM Rautaki Manaaki Mana*, and broader governance obligations
- Embed Te Ao Māori perspectives, Te Tiriti o Waitangi principles, equity and cultural safety across ACEM's strategy, policy, standards-setting activities and organisational decision-making
- Support the Board and Executive to identify, understand and manage cultural, reputational and systemic risks and opportunities relevant to ACEM's role in Aotearoa New Zealand
- Advise on governance structures, accountability mechanisms and reporting frameworks that strengthen oversight of equity, cultural safety and Māori health outcomes
- Influence organisational reform, strategic initiatives and key programs to ensure alignment with ACEM's Core Values and commitments to Māori health equity
- Contribute to College-wide discussions on standards, training pathways and professional practice where these intersect with Māori health equity and culturally safe care
- Provide guidance on culturally appropriate engagement and relationship-building with iwi, hapū, Māori organisations and sector partners, supporting leaders to engage respectfully and effectively
- Build organisational capability by influencing leadership thinking, supporting cultural capability uplift, and strengthening confidence in working with Māori communities
- Support co-design approaches and provide expert input into key initiatives, policies and programs across the organisation
- Advise on the development of meaningful performance measures and support transparent reporting to the Board and Executive on progress, outcomes, risks and areas for improvement
- Identify emerging trends, risks and opportunities relating to Māori health and equity, informing proactive organisational responses
- Other responsibilities as delegated by the CEO within the scope of this position.

## Key Skills, Qualifications and Attributes

### Essential

- Identifies as Māori, with strong whakapapa connections and lived experience within te ao Māori.
- Extensive experience providing senior or executive-level strategic advice on Māori health, policy, governance, reform or systems change.
- Demonstrated ability to influence Board and Executive decision-making within complex organisations.
- Strong understanding of the Aotearoa New Zealand health system, including Te Tiriti o Waitangi obligations, health equity frameworks, and the role of medical colleges or comparable environments.
- Deep understanding of tikanga Māori, mātauranga Māori, cultural safety and systemic inequities within health systems.
- High-level governance literacy, including risk identification, mitigation and accountability frameworks.
- Proven ability to navigate complexity, ambiguity and competing priorities with sound judgement and cultural authority.

### Desirable

- Experience working across both Aotearoa New Zealand and Australian health contexts.
- Experience advising organisations on Māori health strategies, equity frameworks or culturally responsive governance reform.
- Experience supporting significant organisational or system-level change.

## Organisation Responsibilities

As a member of ACEM staff, organisation responsibilities include, but are not limited to:

- Promulgation and demonstration the ACEM Core Values within the Department and across the College.
- Demonstration of leadership to develop and maintain a culturally competent and inclusive workplace and expected to undergo regular cultural competence training.
- Commitment to the principles of equal opportunity, workplace diversity and inclusion.

## Workplace Health and Safety

All employees have a personal responsibility to work safely and to abide by health and safety legislation, policies, rules and established safe work practices. All employees are responsible for their own safety and that of fellow employees.

## Organisational Sustainability

ACEM aims to promote sustainable practices in the workplace and reduce its environmental footprint through initiatives to reduce waste, energy and water use, and to increase recycling. All employees are encouraged to actively apply sustainability principles within their own teams

## Organisational Relationships

Reports to	Chief Executive Officer
Supervision of	Nil

Internal Liaison	Executive, Board & Committees, People & Culture, Member/Stakeholder teams, Project Leads All ACEM Employees Members and trainees of the College
Committee Liaison	CAPP and COE Entities and Networks as required
External Liaison	Iwi, hapū, Māori health providers, Māori community leaders, sector partners and government agencies.

### **Additional Information**

- May involve work outside normal business hours to meet business objectives.
- Interstate and/or overseas travel to Aotearoa, New Zealand may be required.