



Taumutu
Rūnanga Limited

11/75 Main South Road,
Sockburn, Christchurch 8041
Phone 027 315 4178
Email: taumutu@ngaitahu.iwi.nz

Tumu Whakarae | Chief Executive Officer

Location	Ōtautahi / Christchurch
Term of Office	Fixed term appointment of three to five years, subject to negotiation.
Eligibility	While a whakapapa connection to Ngāi Te Ruahikihiki ki Taumutu is not required for this role, candidates with a strong commitment to the values and aspirations of the rūnanga are highly encouraged to apply
Salary	Disclosed to shortlisted candidates

Ngā Tangata o Te Taumutu Rūnanga | The people of Taumutu Rūnanga

The people of Te Taumutu Rūnanga descend from the ancestor Te Ruahikihiki and his son Moki (II), who settled at Taumutu in the 17th century. Te Ruahikihiki moved from Akaroa Harbour to Taumutu, where he established the pā Orāriki, now the site of Hone Wetere Church and the hapū cemetery. Moki (II) established his pā at the present Ngāti Moki Marae near Te Waihora. In 1891, the wharenuī Moki was opened on the historic site of Pā o Moki.

Ngāi Te Ruahikihiki ki Taumutu are the primary guardians of the Te Waihora catchment, with responsibilities extending to the Selwyn District and south to the Hakatere/Ashburton River. Te Taumutu Rūnanga, as the hapū's council, protects natural resources, māhinga kai, and other values for the benefit of Ngāi Tahu descendants with customary interests in the area.

Taumutu Rūnanga Limited | Ko Wai Tatou?

Taumutu Rūnanga Limited is the operating company of Te Taumutu Rūnanga, established in 2024 to lead the strategic, operational, and commercial aspirations of Ngāi Te Ruahikihiki ki Taumutu. It was created to transition governance, delivery, and investment responsibilities from the Incorporated Society to a more fit-for-purpose model. The Society now acts as the majority shareholder and the 'member' under the Te Rūnanga o Ngāi Tahu Act 1996. Taumutu Rūnanga Ltd holds full operational and governance accountability for the Rūnanga's affairs and represents it as one of 18 Papatipu Rūnanga of Te Rūnanga o Ngāi Tahu.

Taumutu Rūnanga Limited has exceptional breadth and scope. While most businesses focus on a specific market segment, Taumutu Rūnanga Ltd delivers across the full spectrum of social, environmental, cultural, and commercial activity. As mana whenua and a Te Tiriti o Waitangi partner at the local and regional levels, our true business is relationships — these are our assets — and our role is to translate those relationships into intergenerational value for whānau.

Our mission is to unlock the potential of our people, our place, and our partnerships by building a kaupapa Māori system of Tino Rangatiratanga that delivers cultural, environmental, social, and economic impact for Ngāi Te Ruahikihiki ki Taumutu. This role is central to that mission.



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To deliver on this, Taumutu Rūnanga Ltd operates through a pā-based organisational model grounded in kaupapa Māori. This is more than a metaphor, it is a structural and cultural system of roles, responsibilities, and relationships rooted in whakapapa and tikanga. It ensures every role has meaning, every function is connected, and every decision upholds the kaupapa.

At the centre of our pā are whānau, the reason we exist. Surrounding them are six Pou (pillars), which define the organisation's purpose and strategic domains:

- Te Hā o Te Ruahikihiki – Upholding our hapū identity and cultural vitality
- Te Pā o Moki – Sustaining our papakāinga and places of belonging
- Waihora Whata Rau – Restoring our taiao and mahinga kai systems
- Te Oranga o Te Ruahikihiki – Supporting hauora and social wellbeing
- Te Whare o Te Ruahikihiki – Strengthening our operations and economic base
- Tū Rangatira – Asserting mana motuhake and advancing our priorities

Each Pou is governed by a Pou Arataki (Director), supported by kaimahi and whānau contributors. Pou Arataki set strategy, allocate resources, and monitor delivery across their respective domains. The Office, led by the Tumu Whakarae (CEO) and supported by the Operations Amo, is responsible for executing the strategy, managing risk, and ensuring operational integrity.

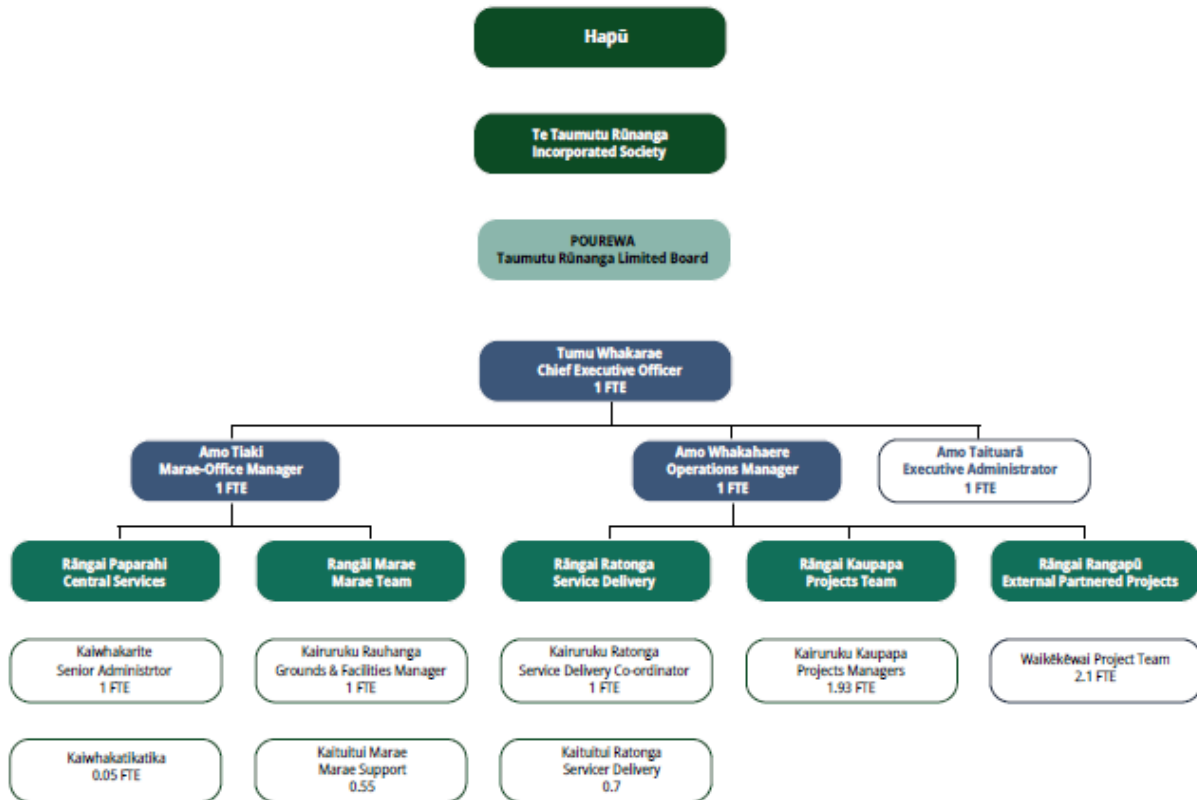
In our pā:

- Whānau sit at the centre of the whare — everything we do is to serve them.
- Kaimahi (all role titles begin with "Kai") are the ringaraupā — the doers, the hands-on protectors and maintainers of the whare.
- Amo (Managers) are the vertical support beams — they carry weight, bring stability, and support both people and purpose.
- Pou Arataki (Directors) form the palisade — they stand strong around the pā, providing strategic direction and safeguarding the kaupapa.
- The Pou Whakarae (Chair) anchors that palisade, standing with the Tumu Whakarae, vigilant to risk and opportunity.
- The Tumu Whakarae (CEO) is one of the largest pou in the palisade — connecting inside and outside, protecting the integrity of the pā, and leading the delivery of kaupapa.

The Tumu Whakarae plays a central, unifying role in this model. As one of the largest pou, the Tumu Whakarae anchors the connection between internal operations and the external world. This role ensures strategic cohesion across the organisation, binds the Pou and Office together in delivery, and protects the integrity of the kaupapa. The Tumu Whakarae stands with the Pou Whakarae, carrying the aspirations of Ngāi Te Ruahikihiki ki Taumutu into every domain we engage in social, environmental, cultural, and commercial. This is not just a role of delivery, but of legacy, strengthening the foundations of the pā for generations to come.



The establishment of Taumutu Rūnanga Ltd is shown below.

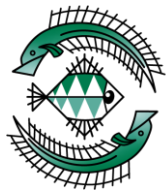


Position Objective | Ngā Whainga

The Tumu Whakarae is the Chief Executive Officer of Taumutu Rūnanga Ltd and is responsible for providing strategic leadership, advancing the vision and kaupapa of the organisation, and ensuring the operational – social, environmental, cultural, and commercial success of Taumutu Rūnanga Ltd. The role operates under delegated authority from the Pou Arataki Board through the Pou Whakarae.

The Tumu Whakarae is tasked with driving cross-organisational impact, building relationships that deliver intergenerational value, and leading a high-performing team. They hold accountability for system performance, revenue leadership, risk and compliance, and ensuring whānau remain at the centre of all activity.

This is a uniquely broad and complex role, spanning social service leadership, environmental management, kaupapa Māori strategy, commercial oversight, and external advocacy. The Tumu Whakarae is a visible and trusted leader for Ngāi Te Ruahikihiki ki Taumutu and represents the organisation across iwi, Crown, local government, philanthropic, and corporate networks.



The role also requires comfort and competence in engaging in high-stakes issues and negotiations with government agencies at all levels. The Tumu Whakarae must be able to demonstrate experience in mana-to-mana partnership, influencing regional planning frameworks, and advancing hapū priorities in both policy and operational settings. They must also be adept at identifying shared value opportunities and unlocking resources through strategic partnerships.

Position Description | Ngā Haepapa

Key Accountability	Key Tasks and Outcomes
Strategic Leadership	<ul style="list-style-type: none"> • Alongside the Pou Whakarae, lead the strategic planning process and ensure alignment with the aspirations of Ngāi Te Ruahikihiki ki Taumutu • Drive a kaupapa Māori leadership system that upholds mana motuhake and promotes whānau-centred design • Translate strategy into integrated delivery across Pou and functional areas
Organisational Performance	<ul style="list-style-type: none"> • Build a high-performing, resilient organisation with clear structure, roles, and systems • Champion performance excellence across services, projects, and relationships • Lead management team in the delivery of strategy set by Pou Arataki • Provide leadership and oversight of recruitment, performance management, and kaimahi development • Monitor and report on performance, risk, and outcomes to the Pou Arataki • Ensure Health and Safety obligations are met and monitored
External Advocacy and Influence	<ul style="list-style-type: none"> • Represent Taumutu Rūnanga Ltd at high-level hui, negotiations, and advocacy engagements • Advance the mana and Tino Rangatiratanga of Ngāi Te Ruahikihiki ki Taumutu in all settings, as mana whenua • Advance Taumutu Rūnanga Ltd's influence in Crown strategy, regional development, and partnership settings • Support whānau and Pou Arataki visibility in key spaces, lifting mana and forging enduring partnerships • Deputise for Pou Whakarae as required
Commercial, Financial and Investment Stewardship and Business Development	<ul style="list-style-type: none"> • Oversee organisational budget build and expenditure, funding pipelines, and commercial performance • Secure revenue through fee-for-service contracts, funding applications, and investment returns • Maintain oversight of financial systems and accountability mechanisms • Work closely with the Operations Amo to align service delivery with commercial strategy
Relationship Leadership	<ul style="list-style-type: none"> • Build and sustain strategic relationships that create shared value, including unlocking value for Taumutu Rūnanga Ltd and whānau



	<ul style="list-style-type: none"> • Work across sectors to build kaupapa alliances and advance shared outcomes (e.g. integrated wellbeing, environmental, and innovation goals) • Translate relational capital into tangible benefits across Taumutu Rūnanga Ltd's domains – social, commercial, environmental and cultural • Lead negotiations with local and national government, philanthropic, commercial, and iwi entities, ensuring relationship agreements such as MOUs and SLAs deliver meaningful and measurable outcomes. • Ensure the external representative network is well-supported and aligned to strategy, maintaining two-way communication, feedback loops, and clear updates to Pou Arataki as needed
Governance and Accountability	<ul style="list-style-type: none"> • Ensure timely and strategic reporting to the Pou Arataki. • Support Pou Arataki to develop and monitor the governance strategy and workplan, providing strategic input and presenting well-evidenced options to inform decision-making. • Maintain alignment with the Constitution, Companies Act, and Te Rūnanga o Ngāi Tahu Act

Reporting and Relationships | Whanaungatanga

Direct Reports	Internal	External
<ul style="list-style-type: none"> • Operations Amo • Office Amo • Finance Partner (external) • Executive Administrator • Kaimahi across programmes, services, and administration 	<ul style="list-style-type: none"> • Pou Arataki • Kaimahi and contractors • Mandated External Representatives • Incorporated Society of Te Taumutu Rūnanga • Subsidiary companies including Directors • Ngāi Te Ruahikihiki members 	<ul style="list-style-type: none"> • Te Rūnanga o Ngāi Tahu • Crown and Local Government partners • Hapū and iwi networks • Philanthropic funders and commercial partners • Researchers, academics, and NGOs

Experience and Skills | Wheako me ngā Pukenga

Areas	Knowledge, Skills, Experience and Attributes
Leadership and People Development	<ul style="list-style-type: none"> • Significant experience in executive or senior leadership roles, ideally within complex organisations or kaupapa Māori environments. • Demonstrated ability to build and lead high-performing teams aligned with organisational values and kaupapa. • Experience in staff recruitment, leadership development, performance management and organisational culture.



<p>Cultural Competency</p>	<ul style="list-style-type: none"> • Demonstrated cultural competence in working with whānau, hapū and iwi. • Ability to build relationships with mana whenua and operate respectfully within kaupapa Māori environments. • Applies mātauranga Māori where appropriate in decision-making and organisational practice. • Evidence of commitment to growing understanding of te reo Māori and tikanga Māori. • Applied understanding of Te Tiriti o Waitangi, post-settlement iwi organisations and rūnanga structures. • Deep understanding of tikanga Māori and whānau dynamics. • Demonstrated commitment to advancing hapū aspirations and maintaining cultural integrity.
<p>Strategic and Operational Management</p>	<ul style="list-style-type: none"> • Proven experience leading multi-disciplinary strategy and organisational delivery. • Commercial literacy and experience directing a profit centre, enterprise or revenue-generating activity. • Strong background in financial oversight, investment stewardship and business planning.
<p>Communication and Relationships</p>	<ul style="list-style-type: none"> • Proven experience working in productive partnership with whānau, hapū and iwi. • Broad experience working with central and local government, particularly in areas such as environmental management, community development, capital works, economic development and strategy. • Excellent communication skills across diverse audiences. • Political and cultural fluency with high emotional intelligence. • Demonstrated ability to influence and collaborate at all levels. • Skilled in communicating with diverse stakeholders to energise, align and activate whānau and partners around kaupapa delivery and shared impact.
<p>Risk, Systems and Compliance</p>	<ul style="list-style-type: none"> • Experience with governance, regulatory compliance and legal responsibilities. • Strong understanding of organisational risk management and business continuity planning (BCP).
<p>Technology and Tools</p>	<ul style="list-style-type: none"> • Proficient with CRM systems, financial software and digital business tools.
<p>Education</p>	<ul style="list-style-type: none"> • Academic qualifications in relevant disciplines supported by professional experience. • A qualification in business, public policy, management, law or a related field may be beneficial but is not essential. • Demonstrated leadership capability, professional experience and cultural competency will be given equal consideration.



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Behaviour Expectations | Whanaungatanga

Always behave in a manner that reflects positively on Taumutu Rūnanga. Have a high level of personal integrity and discretion, act ethically, professionally and with cultural integrity. Bringing your best self, leadership and passion for advancing the whānau, hapū and iwi aspirations. Have a respectful manner with Taumutu Rūnanga and those organisations that have a functional relationship with the Rūnanga.

Commitment | Waitohutanga

I have read and understood the above position description and accept all the above responsibilities incorporated herein.

Signed: **Date:**

XX, Tumu Whakarae

Signed: **Date:**

XX, Pou Arataki