

Job Description

Consultant

Position: Consultant and Shadow Facilitator for the Tūwharetoa Collective Incorporated (“TCI”) in the Māori Agribusiness Extension Programme (MABx) Location: Rotorua, NZ Type: Two-year Fixed Term Full-Time			
Reporting to:	<ul style="list-style-type: none"> • Senior Consultant • Manager • Associate Director • Director • Partner 	Key relationships with:	<ul style="list-style-type: none"> • Clients • Peers • Coach • Managers and Partners • Wider Tax & Private Team • Other service line
Purpose: <p>This is a consultant-level role for someone who is looking to grow their advisory skills whilst working with our clients in the Primary and Māori sectors. This includes the role of Shadow Facilitator for the TCI MABx. You will “shadow” and assist the External Facilitator (Deloitte) whilst carrying out their role and responsibilities in executing this Project and help to motivate, inspire, and support TCI throughout the Project. You will work alongside Deloitte leaders and closely with the TCI committee and governance boards of the Māori organisations who are members of TCI.</p> <p>Deloitte will work with you to develop your skills and capabilities through a Learning and Development Plan. The key objective is to help you develop and take on more responsibility over the course of the TCI Project. Technically, this development will see the External Facilitator stepping back from their role as your capabilities develop.</p> <p>Please note: you must be based, and legally entitled to work, in New Zealand.</p>			

Leadership capabilities	Behavioral Anchors
<p>Living Our Purpose</p> <p>Identifies and embraces our purpose and values and puts these into practice in their professional life.</p>	<ul style="list-style-type: none"> • Lives our values and challenges others to do the same. • Demonstrates personal commitment to raising the bar and making an impact that matters. • Encourages others to find opportunities for impact; sets the pace for junior staff and peers.
<p>Talent Development</p> <p>Develops self by actively seeking opportunities for growth, shares knowledge and experiences with others, and acts as a strong brand ambassador.</p>	<ul style="list-style-type: none"> • Shares knowledge and experiences to support the development of peers and junior practitioners. • Actively seeks challenges and opportunities to build on existing strengths, develop new capabilities and learn from others. • Acts as a strong brand ambassador, participating in formal and informal activities focused on bringing top talent to Deloitte.
<p>Performance Drive</p> <p>Seeks opportunities to challenge self, teams with others across businesses and borders to deliver and takes accountability for own and team results</p>	<ul style="list-style-type: none"> • Draws on own and others’ strengths to meet personal and team objectives. • Collaborates within and across businesses and borders. • Monitors own results against objectives and seeks feedback to identify ways to improve personal and team performance.

<p>Influence</p> <p>Builds relationships and communicates effectively in order to positively influence peers and other stakeholders.</p>	<ul style="list-style-type: none"> • Relates effectively to people across all levels, including leaders, peers, and clients. • Asks insightful and provocative questions to understand the diverse views, interests and expectations of key stakeholders. • Adjusts communication style based on the audience in order to have maximum impact.
<p>Strategic Direction</p> <p>Understands objectives for clients and Deloitte, aligns own work to objectives and sets personal priorities</p>	<ul style="list-style-type: none"> • Understands client and Deloitte objectives and takes personal accountability for aligning own work. • Communicates broader business objectives and desired outcomes to guide the work of others.
Key result area	Expected Result
<p>Delivery Excellence</p> <p>Understands key capabilities required to deliver a high-quality service experience to the client</p>	<ul style="list-style-type: none"> • Co-facilitate client interviews, workshops and presentations. • Contribute to Project decisions and business development activities. • Gains the confidence of the client by demonstrating in client interactions an understanding of their business. • Identifies potential areas of risk and discusses those issues with senior leaders. • Understands Deloitte services, products, policies and professional rules (e.g. independence requirements). • Applies quality standards for deliverables to clients including writing quality standards, appropriate use of business verbiage, accuracy and clarify of calculations and technical explanations.
<p>Analytical Thinking and Problem Solving</p> <p>Selects appropriate methods for collecting and analyzing data and develops informed recommendations that shape or support the client’s business strategy.</p>	<ul style="list-style-type: none"> • Support strategic planning decision-making to meet TCI needs • Conducts hypothesis testing to clarify the problem and its root causes. • Understands and synthesizes data to help identify meaningful insights to develop recommendations that most effectively support a client’s business objectives. • Maintains knowledge in the use of data, service line innovation, benchmarks, and business metrics to make critical decisions. • Understands that competitive advantage is continuous innovation and uses experience and proven methodologies to assist in the development of solutions.
<p>Technology Tools and Solutions</p> <p>Articulates how technology enables the business and communicates this effectively to clients while ensuring appropriate technologies and methodologies are used on projects</p>	<ul style="list-style-type: none"> • Understands how technology enables business processes and is able to communicate its value clearly to others.
<p>Compliance</p> <p>Ensure compliance with Te Ture Whenua Maori Act 1993, Maori Incorporations Regulations 1994, Trust’s Act 2019 and other relevant legislation applicable to clients and their business(es)</p>	<ul style="list-style-type: none"> • Ensure client compliance with the relevant legislation. • Understands risks and issues associated with client compliance related matters. • Has the ability to communicates effectively to clients their compliance requirements and ensure clients are adequately informed.

<p>Application of Available Technology and Methodology</p> <p>Prepares client recommendations related to Deloitte Private practice Technologies and Methodologies to achieve efficiencies in products and services</p>	<ul style="list-style-type: none"> • Adapts tools and templates made from generic technology to suit particular engagements and recommends updates of methodologies to enhance their efficiency and effectiveness. • Uses social media as recommended by Deloitte locally and globally and is aware of associated policies/risks. • Assists others when using tools and technology developed for Deloitte Private.
<p>Relationship Management</p> <p>Builds, maintains, and guides others in developing client relationships through careful preparation and regular communication with current clients</p>	<ul style="list-style-type: none"> • Build strong relationships with key stakeholders of TCI. • Understands rationale for collecting specific data. • Ensures sufficient information is obtained and summarized accurately and that sensitive data and information is not disclosed. • Motivate, inspire and support TCI throughout the Project
<p>Client Service</p>	<ul style="list-style-type: none"> • Develop knowledge of key client relationships. • Is highly service focused and displays an exceptional manner in all communication channels (telephone, email, correspondence).
<p>Ownership and responsibility for own feedback, development and learning</p>	<ul style="list-style-type: none"> • Attends training, aims to keep current by reading relevant industry material. • Proactively seeks informal feedback on a regular basis. • Monitors own performance against established performance goals. • Attend relevant “support” meetings to network and keep up to date. • Identifies development opportunities to assist in growth in the role.
<p>Professional standards</p>	<ul style="list-style-type: none"> • Knows and role models Deloitte values. • Manages time effectively, works with a sense of urgency and demonstrates a high degree of client service. • Is punctual in attending work, meetings and training. • Develops good working relationships with Deloitte people across the firm to ensure effective servicing of requests. • Use initiative in resolving problems encountered in carrying out responsibilities.
<p>Supports Deloitte’s time and cost requirements</p>	<ul style="list-style-type: none"> • Accurate completion of timesheets and posting by deadline.
<p>Other tasks or duties as required from time to time</p>	<ul style="list-style-type: none"> • Ensures maximum utilisation of own time and prioritises tasks appropriately. • Assists Partner with planning and with projects as required.

Please refer to gEm competency documents for full details regarding competency requirements.

Additional Competencies:

- Has a broad understanding of the business and how decisions and activities impact the business.
- Ability to adapt to rapidly changing circumstances and can utilise knowledge and experience to identify new processes and strategies.
- Ability to achieve significant outcomes for the team through the organisation and coordination of resources and the ability to influence key stakeholders.
- Strong interpersonal skills with the ability to build and maintain strong relationships across the Firm and with clients and other external parties.
- Willingness to learn new skills and develop your leadership capabilities through participating in a learning and development plan.
- Strong ability to coordinate activities.
- Innate ability to think strategically and from an intergenerational perspective.
- Comfortable working to deadlines and going the extra mile where necessary to achieve goals.
- Good skills in negotiation, making decisions, and resolving conflicts.
- Offer clear solutions in a constructive and logical sequence.
- Have sound interpersonal skills with strong verbal and written communication skills.
- Comfortable working as part of a team.

Special Role Requirements:

To be successful in this role, you will have a sound understanding of Mātauranga Māori for strategic planning and a strong passion for working with Māori. You will also be interested in taking on a long-term role (2-years) to support the TCI Project to its completion. It is also desirable to have the following capabilities for this role:

- Able to speak Te Reo Māori and have a knowledge of tikanga Māori.
- A passion for working with Māori and developing Māori land.
- Intermediate-to-advanced level of Microsoft Office skills (particularly MS Word, PowerPoint and Excel).
- Willingness and ability to travel domestically.
- A local connection to the whenua of TCI.

Experience/Qualifications/Attributes

- Have an understanding of Te Ture Whenua Maori Act 1993 and Māori Land management structures.
- Tertiary degree – Bachelors Level.
- Experience in working with the whenua and Māori trusts.