

# KAIRARANGA LEADERSHIP PROGRAMME

## BACKGROUND AND PURPOSE

The Kairaranga Leadership Programme is a funded and co-designed two-year leadership programme available for Kairaranga to grow their skills and increase their confidence to deliver social and environmental outcomes for their communities.

The leadership programme will be linked to and funded by the Ministry for Primary Industries (MPI) Career Pathways Scheme (CPS), an opportunity to increase the numbers and diversity of advisers entering the primary industries advisory sector, and to accelerate their learning to build the capability and capacity of the advisory sector to support farmers, growers, and Māori landowners.

The CPS will provide a funding contribution towards the salary and training costs of eligible advisers (in this case, called Kairaranga) employed or engaged by Reconnecting Northland.

Kairaranga and their teams are actively engaged in the environmental and sustainability projects aimed at enhancing biodiversity across Te Tai Tokerau.

The Leadership Programme's purpose is to provide training that develops Kairaranga's skills in their role and aligned to training needs identified through their Professional Development Plan (PDPs). The skills developed as part of this programme will also be transferrable to advising primary producers in an integrated farm planning capacity.

## KAIRARANGA ROLE AND SKILLS REQUIRED

The Kairaranga role is a central part of Reconnecting Northland's Te Kete Hononga service, recently delivered as a trial between December 2022 and June 2024.

A Kairaranga is a community weaver, someone who has a close connection or whakapapa to a community that is interested in achieving socio-ecological outcomes through regenerating biodiversity. Each Kairaranga's role is to grow community centred environmental action, to facilitate and connect community initiatives to Te Kete Hononga elements (services, training, tools and templates) to improve efficiency and ensure the right resources are able to be accessed.

Kairaranga typically need various skills to plan, oversee, and deliver community projects and work streams, and to prioritise and delegate tasks when the occasion arises. While not all Kairaranga are expected to have all the skills listed below, these have been identified as ideal to ensure Kairaranga are successful and confident in their roles:

- **Project management** skills – to plan and deliver on contracts.
- **Environmental sustainability** knowledge - to understand community led environmental actions and projects.
- Excellent **oral and written communication** skills - to communicate effectively to various groups in a range of settings. (includes facilitating and presenting skills).
- **Networking** – skills connect with existing kaupapa partners and forge new relationships.
- **Active listening** skills – the ability to listen openly to identify needs and provide solutions.

- **Te Ao Māori** – understand principles of Tikanga Māori and Kawa, including Te Tiriti o Te Waitangi principles. *Know when to engage the services of experts.*
- **Leadership** skills – the ability to motivate and encourage others in projects.
- **Health and safety** knowledge - to understand risks and implement mitigating actions to deliver projects safely and to prevent harm to people, land and waterways
- **Legal** knowledge – to understand contracts and compliance obligations for health and safety and recruitment. *Know when to engage the services of experts.*
- **Financial** management – to manage funds and expenditure for audit and fundraising. *Know when to engage the services of experts.*
- **IT** skills – for project operations and external communications (social media) with partners and wider community.
- **Administration** skills and organisational to maintain office systems required for smooth project operations.
- **Communication** – to acknowledge and share the groups achievements and progress with partners and community.

## PROGRAMME OUTLINE

The Programme Outline below gives a snapshot of the upcoming activities to stand up the Kairaranga Leadership programme, and includes a basic schedule of some example training events.

Reconnecting Northland will facilitate six-monthly group wānanga for all advisors (Kairaranga), where they can share and reflect on their learning and training, as well as plan or adjust future training. This will ensure that Reconnecting Northland's reporting to MPI remains as up to date and relevant as possible.

Course and training suggestions are provided in the companion document - **KR Leadership Programme & MPI Competency Matrix**.

Kairaranga will select courses relevant to their specific area of work and training focus to create individual PDPs.

Example courses are shown in red text below.

Period	Training Course	Provider	MPI Category
<b>October to December 2024</b>			
Wed 9 Oct	Leadership Programme Induction - Wānanga	Reconnecting Northland	n/a
Fri 25 Oct	PDPs completed	Reconnecting Northland	n/a
Nov	Training courses scheduled	KR & RN	n/a
Nov	Training courses attended as per KR's PDP		n/a
<i>Example courses depending on KR PDP</i>			
<i>19 - 22 Nov</i>	<i>NZ Fresh Water Conference</i>	<i>NZ Fresh Water Sciences Society</i>	<i>Environment</i>

	<i>Health &amp; Safety Systems</i>	<i>Natural Logistics Environmental Solution</i>	<i>People</i>
December 2024	Quarterly invoice & Host Report to MPI	RN	n/a
<b>January to June 2025</b>			
Jan - Jun 2025	Training courses attended as per KR PDP		n/a
	<i>Examples courses depending on KR PDP</i>		
	<i>NZ Dip in Enviromental Management</i>	<i>Northtec</i>	<i>Environment</i>
	<i>Te Ao &amp; Tikanga Māori</i>	<i>Te Wāananga o Aotearo</i>	<i>Cultural/People</i>
	<i>Biodiversity</i>	<i>Open Polytech</i>	<i>Environement</i>
	<i>Mentoring Leadership Programme</i>	<i>Volunteering Northland</i>	<i>Professional Skills</i>
March-2025	Learning Review - Wānanga	Reconnecting Northland	n/a
March 2025	Check in with host organisation	MPI	
March 2025	Quarterly invoice & Host Report to MPI	RN	n/a
June 2025	Quarterly invoice & Host Report to MPI	RN	n/a
<b>July to December 2025</b>			
July to Dec 2025	Training courses attended as per KR PDP		n/a
	<i>Courses depending on KR PDP</i>		
August -2025	Learning Review - Wānanga	Reconnecting Northland	n/a
August 2025	Check in with host organisation	MPI	
September 2025	Quarterly invoice & Host Report to MPI	RN	n/a
December 2025	Quarterly invoice & Host Report to MPI	RN	n/a
<b>January to June 2026</b>			
Jan - Jun 2026	Training courses attended as per KR PDP		n/a
	<i>Courses depending on KR PDP</i>		
March 2026	Learning Review - Wānanga	Reconnecting Northland	n/a
March 2026	Check in with host organisation	MPI	n/a
March 2026	Quarterly invoice & Host Report to MPI	RN	n/a
June 2026	Leadership Programme Whakanuia – Celebration of Achievements	Reconnecting Northland	

## KAIRARANGA TRAINING FOCUS

Initial conversations with the Kairaranga Leadership Programme cohort have been conducted to gauge their training focus and what they are most excited to begin upskilling in. Below is a snapshot of each Kairaranga's interest areas.

Name	Training Focus 1	Training Focus 2	Training Focus 3
Julie Thompson	H & S Systems and documents	Data Sovereignty and ethics	Tikanga Māori
Thalea Tane	Biodiversity Credit Systems	Resource Management Act	Technology (Database systems/platforms)
Sandy-Lee Bell	Environmental Land Management	Fresh Water	Facilitation
Oliver Knox	Technical Skills for Farm and Land Use e.g., GIS	Facilitation and Presentation	Mātauranga Māori
Raewyn Wynyard	Mātauranga Māori	Business Management e.g, Organisational Structures, Xero	GIS
Nina Raharuhi	Resource Management Act	Climate Change and Civil Defence	Encouraging and supporting youth and volunteers. Community engagement
Hikitia Hita	Environmental studies with Western science and Mātauranga Māori knowledge	GIS Cultural Significant Sites Data Sovereignty	Encouraging and supporting youth and volunteers
Kim Price	Freshwater Technical Skills for Farm and Land Use	Water quality monitoring GIS	Community engagement