

Practice Lead Healthy Families East Cape

Position Summary – Tūranga Mahi:

We are looking for a passionate and experienced Practice Lead who develops and drives the strategic thinking and innovation practice alongside the Healthy Families East Cape team. They will have expert knowledge in both systems change theory and design methodologies. They will work across the Healthy Families team to identify strategic priorities and drive initiatives as well as developing “insights” to advance strategic direction across the local and national system. They will also support the team to track and identify impacts and learning across the initiatives to feedback into the national narrative. The Practice Lead will provide ongoing coaching and capability building across the team in innovation practice, including whanau centred design, systems thinking and developmental evaluation practice. Reporting to the Manager, Healthy Families East Cape, the Practice Lead draws on community connections, and establishes new connections to advance the Healthy Families NZ kaupapa in the East Cape region. This is an all-encompassing role that requires an innovative and practical individual who is able to operate equally. As the Practice Lead, you'll be at the forefront of our innovation team, overseeing a group of capable and confident innovators who will work together to engage with diverse groups and help improve our health systems.

A Practice Lead is:

- A strategic leader with a passion for social innovation, design methodologies and practice development.
- Able to engage multiple and diverse perspectives, enabling people to navigate complexity
- Is passionate about working collectively to enable change that positively impacts the East Cape community and beyond.
- Has an inquisitive and strategic mind that questions and challenges the status quo while holding positive relationships at all levels of Healthy Families.
- Politically savvy, risk aware and is able to communicate the approach of Healthy Families NZ in a clear, concise and confident way.

Overview -

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| Title | Practice Lead |
| Organisation | Te Ao Hou Trust |
| Group / Unit | Healthy Families NZ |
| Work location | Gisborne |
| Position reports to | Manager – Tomairangi Higgins |
| Direct reports | TBA |
| Employment type | Full-time fixed term to 30 June 2026 |
| Salary Range | \$75,000 - \$95,000 |

About Healthy Families NZ

Our approach

Healthy Families NZ is a large-scale prevention initiative that brings community leadership together in a united effort for better health. It aims to improve people's health where they live, learn, work and play by taking a systems approach to the reduction of risk factors for major health loss and increasing equity.

The goal is for all New Zealanders to enjoy health promoting social and physical environments that enable healthy food and physical activity choices, being smoke free, drinking alcohol only in moderation and increasing mental health resilience and wellbeing.

Healthy Families NZ is a move away from disconnected, small-scale and time-limited projects and interventions, towards a whole-of-community approach that makes sustainable and long-term changes to the systems that influence the health and wellbeing of families and communities.

While the initial design for Healthy Families NZ drew on overseas models, Healthy Families NZ has been adapted, and continues to adapt, to reflect the unique context of New Zealand communities, and the special relationship between Māori and the Crown, including obligations under Te Tiriti o Waitangi. The Healthy Families NZ Principles include an explicit focus on equity, improving Māori health and improving health equity for groups at increased risk of chronic diseases.

Healthy Families NZ takes an innovative, system-building approach to prevention, including:

- Targeted community-level investment into the Building Blocks of a Prevention System;
- Bringing community leadership together in a united effort for better health;
- A dedicated prevention workforce who are embedded within their local community, driving and supporting systems change across the region;
- National level support and strategies to encourage a whole of system approach;
- Dedicated strategic communications functions across all locations, harnessing the power of storytelling to amplify the collective impact of the initiative, and accelerate activation at scale;
- Multi-year evaluation that identifies key themes, scalable initiatives, and builds a national picture of the progress and impact of Healthy Families NZ over time.

About the Practice Lead role

Purpose

The Practice Lead is part of a dedicated prevention workforce who are embedded within their local community, driving and supporting systems change across the East Cape region. The Practice Lead contributes to building healthier environments where people live, learn, work, and play by:

- Accelerating systems change at a local level through 'connecting the dots', identifying levers and driving the design of evidence informed prototypes in the Healthy Families East Cape region
- Unlocking new partnerships and opportunities for sustainable systems change at a local level
- Using expected and unexpected partners to identify, create and seize opportunities for change
- Sharing the learning and innovative practice across the prevention workforce to build capability and capacity.

The Practice Lead seeks and prioritises opportunities to leverage sustainable systems change at a local level through analysis of insights and data. The Practice Lead demonstrates empathy and has a strong understanding of what mobilises others into action. This is an influential role with the ability to identify system levers, and to amplify system changes across Healthy Families East Cape.

As a member of the Healthy Families East Cape team, you will:

- **Bicultural practice** - take a bi-cultural approach that acknowledges the special relationship with Maori under Te Tiriti o Waitangi, and actively support Maori-led systems change.
- **Cultural competency** - work cross-culturally and to take a culturally centred and strengths-based approach. Act in an inclusive manner with integrity to ensure all cultural groups and community diversity are empowered in the work through a genuine commitment for equity and equality.
- **Systems thinking and acting** - understand systems change and collective impact and utilise systems thinking tools and principles and apply them to create large-scale change.
- **Relationship building and management** - enhance collaboration across the Healthy Families East Cape team and the community through strong effective relationships and partnerships at all levels; forge useful partnerships with people across business areas, functions and organisations; build trust through consistent actions, values and communication; minimises surprises.
- **Workforce development** - actively contribute to the Healthy Families network, workforce development and communities of practice to grow and share the way of working

Accountabilities

As the Practice Lead for Healthy Families East Cape you will:

- Identify opportunities alongside the East Cape team to support innovation and strategic direction.
- Provide ongoing coaching and support to team members which aligns to the building blocks and principles of Healthy Families NZ.
- Sense making alongside team members to identify the national key priority area being targeted.
- Support the team to identify and utilise a range of evidence and research to better understand the local and national issue.
- Provide analysis around the national and local narrative and support the development of a local analysis narrative.
- Support team to evaluate progression and impact of initiative inside a practice framework.

- Determine impact of initiative. How are we doing the mahi? Develop the analysis and strategic direction for initiatives. Utilising their networks and connections (local and nationally) to introduce and share insights and learnings to progress high level strategic conversations and outcomes.

Key relationships

To advance the Healthy Families NZ initiative, the Practice Lead will form, leverage and support:

- the **SLP Chair** by working in partnership and supporting them to think differently based on insights from the region
- the **Strategic Leadership Partners** by supporting and influencing areas where the SLP, Manager or Chair are needed to assist or influence
- the **Manager and workforce** by identifying areas of opportunity and supporting Healthy Families East Cape to adapt or change course in response to learnings / codesign practice(s) / opportunities
- the **Healthy Families NZ national team** (Ministry of Health) by sharing learnings, reflections and insights and ensuring the Healthy Families NZ national team have what they need to support Healthy Families NZ to be successful nationally.

Key Selection criteria

The ideal applicant will demonstrate the following key selection criteria:

Knowledge and skills

| Healthy Families NZ Core Competencies | | The role requires the following demonstrated experience / skills |
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| Building | Relationship building and management | Effectively brings people together to achieve collective impact Understands that opportunities come from building relationships and keeping them alive |
| | Influencing | Can find a common language to relate to the audience to influence and create change Comfortable in describing the desired effects of change |
| | Politically Savvy | Able to navigate the political context, structures and processes to leverage support, maximise impact, identify and reduce risk |
| | Storytelling and communication | Is approachable, open and willing to listen Excellent written and verbal communication skills |
| Leading | Collaborative Leadership | Engages both the usual and the unusual suspects and able to engage those who don't see themselves in Healthy Families NZ |
| | Adaptive Leadership | Mobilises others to create systems change by diagnosing the situation, energising self and intervening skilfully Comfortable in adaptive and changing environments (e.g. can pivot with ease) |
| Designing / Doing | Systems thinking and acting | Understands systems thinking and its application to health promotion; recognises components of a system and their interconnectedness; supports effective system communication |

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| | | and feedback. Understands concepts of health from a mātauranga māori perspective. |
| | Co-design and design thinking | Understanding of design thinking, co-design or related fields and can apply to this work Uses social innovation tools to co-design, test and iterate solutions for systems-level impact |
| | Systems Intrapreneurship | Adaptable; open to new ideas; accepts changed priorities without undue discomfort; recognises the merits of different options and acts accordingly Has a wide network and strong community relationships across systems and settings. Help people understand the part they play in the Healthy Families NZ initiative and can unlock change through others |
| | Data / Evaluation | Supports evidence informed practice Supports the team and network to draw on insights and analysis to make decisions |
| Managing / Sustaining | Reflective practice | Critically reflects on self, team and the work and can adapt the work programme, processes and actions accordingly Support the whole team in reflection, direction and adaptation |
| | Risk Management | Can effectively manage reputational risk which may result from working with stakeholders from different parts of the system Manages risk, escalates up and reports blockages when they occur |
| | Project Management | Has proven experience in project management or coordination. Able to work on multiple projects effectively and facilitate engaging workshops Proactive and self-starting; seizes opportunities and acts upon them; takes responsibilities for own actions |
| | Sustainability | Integrates sustainability into the systems change roadmap at the level of practice, resource, and relationships |

Personal qualities

The Healthy Families NZ workforce are innovative and creative, and must exhibit the following mindsets and qualities:

- **People-focused:** Empathetic and supportive, act with integrity in all that you do. A personal commitment to social change and collaborates in positive and meaningful ways.
- **Action-oriented:** Curious, proactive and takes initiative; seizes opportunities and acts upon them; resourceful and learns by doing; takes responsibilities for own actions.
- **Adaptive:** Flexible and agile; open to new ideas; accepts changed priorities without undue discomfort; has an experimental mindset and recognises the merits of different options and acts accordingly.
- **Open and Courageous:** Seek diverse perspectives and value difference, comfortable in ambiguity, possess a growth mindset and courageous in actions.
- **Reflective and Strategic:** Can see the bigger picture through a bird's eye view and is able to respond in a strategic manner, critically reflective and can adapt activities to suit.
- **Cultural responsiveness:** Aware of the important place of indigenous leadership, strengthening relationships with mana whenua, and working within a bicultural context. Understands Māori, Pasifika and other community health priorities and needs; is comfortable working with diverse communities and knows when to seek support.

Qualifications

- A tertiary qualification in fields related to health, public health, business, education or similar would be desirable
- Demonstrated experience in social innovation, community led development or related fields

Specialist expertise

- Valid New Zealand driver's license. XX
- To be considered you must have the right to live and work in New Zealand.