

Rangahau and Research Lead

Kaupapa | Purpose

Lead the development and implementation of Toi Ohomai rangahau and research strategy in partnership with Heads of School, Programme Managers, and internal and external stakeholders to build a robust, innovative research culture that supports teaching, learning, and community impact. Drive initiatives that enhance research capability and capacity, secure external funding, and foster meaningful partnerships across sectors.

This role will champion rangahau and research excellence and innovation across the institution. It will work collaboratively with staff, students, external partners, researchers and kairangahau to ensure research is applied, regionally responsive, and contributes to sustainable outcomes.

Reports to: Executive Director Academic Delivery and Development

Team: Academic Development, Capability and Research

Remuneration: \$115,600 - \$154,200 (Fixed Remuneration excluding KiwiSaver)

Ārahi | Lead

Lead and manage the Rangahau and Research delivery, including strategy development, rangahau and research capability building, external funding acquisition, stakeholder partnerships, and integration of research into teaching and learning.

Provide values-based leadership and management to the Rangahau and Research team and contribute to leadership across the Academic Development and Delivery team.

(Where applicable) Ensure the wellbeing, productivity, performance, growth and development of the rangahau and research team and function.

Support strategic initiatives within Rangahau and Research through delivery of initiatives, encouraging team-level innovation, and contribution to the implementation of continuous quality improvement.

Apply sustainable practice, prudent spending and deliberately look for opportunities to grow rangahau and research revenue.

Demonstrate visibility and engagement across team, directorate and Toi Ohomai wide activities, where required

Collaborate with other Toi Ohomai managers and leads to ensure delivery is connected and aligned.

Ngā mahi | Do

Lead the development and implementation of a rangahau and research strategy that builds a strong, innovative research culture aligned with the teaching and learning priorities, regional needs, and institutional strengths of Toi Ohomai.

Foster and maintain strategic rangahau and research partnerships with external stakeholders to enhance rangahau and research collaboration, capability, and impact.

Drive rangahau and research excellence and innovation by enabling staff and students to engage in meaningful rangahau and research, supporting capability development, and promoting a culture of inquiry and continuous improvement. Work with Programme Managers to develop and implement ongoing 3-year research plans to ensure NZQA programme delivery compliance.

Secure and manage external rangahau and research funding through proactive engagement with funding bodies and by positioning Toi Ohomai to succeed in national research performance initiatives such as the PBRF.

Champion learner-centred research practices by ensuring rangahau and research activities contribute to student success, are embedded in academic programmes, and reflect the aspirations of the communities Toi Ohomai serves.

Demonstrate commitment to:

Ākonga at the center through ensuring positive outcomes for ākonga in all aspects of their learning journey.

Te Tiriti o Waitangi and Māori Success by positively championing and contributing to the success of partnerships with Iwi, Hapū and Mana Whenua, honoring Te Tiriti o Waitangi to uplift Māori success.

Equity by identifying and removing barriers to participation and achievement, and fostering inclusive, culturally responsive environments where all ākonga and kaimahi can thrive.

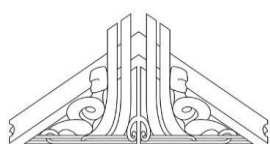
Vocational Education Excellence through building responsive provision and services to meet the needs of ākonga, and stakeholders and to enable future sustainability.

Pūkenga | Have

A minimum PhD level qualification in a relevant discipline or a related field, or the equivalent body of research knowledge and expertise gained through experience and scholarly contribution.

Proven research experience, demonstrating a strong track record of rangahau and research outputs, engagement, and contribution to academic or applied research communities.

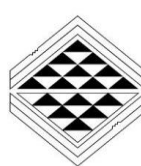
Demonstrated experience in a leadership role, including supporting organisational research outputs, with demonstrated success in leading teams, driving innovation, and delivering research outcomes.



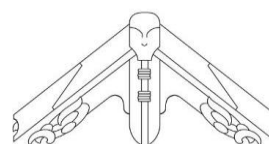
WHANAUNGATANGA



TOITUTANGA



MANAAKITANGA



KOTAHITANGA

Evidence of ongoing professional development that enhances knowledge and practice relevant to the position

An understanding of the obligations to include Te Tiriti o Waitangi in workplace practices.

Ability to support and advocate the use of te reo Māori, tikanga and mātauranga Māori in the workplace.

Ability to support and advocate approaches that promote equity and prioritise the needs of priority groups.

Waiaro | Be

At Toi Ohomai, Toiohomaitanga describes our way of doing and being. It reflects how we care for each other, work together, and uphold our shared purpose. These behaviours apply to all kaimahi, with expectations scaled to the nature and level of each role. They guide how we show up in our mahi, contribute to our collective success, and reflect our commitment to Ā mātou uara | Our values in everyday practice.

Ako: Demonstrates curiosity and a commitment to continuous learning. Applies new knowledge to improve practice and outcomes and actively contributes to a culture of shared growth. This supports toitūtanga by sustaining excellence and adaptability over time.

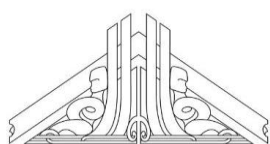
Authentic and Inclusive: Fosters inclusive environments where people feel safe, respected, and able to be themselves. Actively includes diverse perspectives, addresses inequities, and supports others to thrive. These behaviours reflect manaakitanga through care, generosity, and upholding the dignity of all.

Connected: Builds and maintains strong, trusting relationships across teams and communities. Fosters cross-functional collaboration by sharing knowledge, aligning efforts, and supporting others to achieve shared goals. Communicates with empathy and respect, contributing to a shared sense of purpose. This strengthens whanaungatanga by nurturing meaningful connections and collective wellbeing.

Innovative and impactful: Identifies opportunities to improve and applies evidence, creativity, and courage to drive meaningful change. Uses data and insights to inform decisions, challenge the status quo, and focus on outcomes that matter for ākonga, kaimahi, and communities. These behaviours reflect kotahitanga, recognising that lasting improvement is strengthened through collaboration and shared purpose.

Engaged: Actively participates in Toi Ohomai initiatives that advance our vision. Shares knowledge, supports others, and contributes to a positive, forward-focused culture. This is how we can live kotahitanga, working together with unity and purpose.

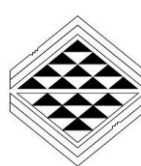
Self-aware: Demonstrates humility, reflection, and openness to feedback. Understands the impact of their actions and takes responsibility for creating conditions where others can thrive. This reflects toitūtanga through thoughtful and courageous practice that supports respectful relationships and sustainable ways of working.



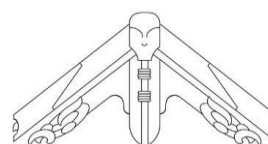
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Ngā Hononga Mahi | Working relationships

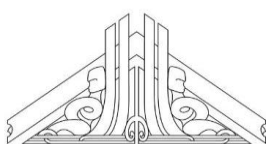
Internal: Chief Executive, Executive Leadership Team, Leadership Team, Academic Leaders, Managers, All Staff

External: Industry Representatives, Industry Skills Boards, other education providers, strategic partners, and community organisations

Resource delegations and responsibilities:

Financial: As per the delegated authorities

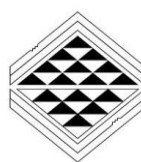
People: Nil



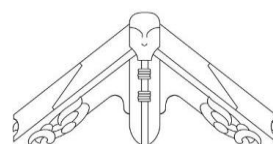
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