

Director - Industry Partnerships

Every day, people across Unitec are working with our students, enterprises and communities because we care about making lives better.



Position purpose:

The Director - Industry Partnerships is critical to the long-term success of Unitec. The position will be responsible for identifying initial relationships with influential people in relevant industry groups to build Unitec's reputation for delivering market leading programmes and producing high calibre graduates.

The Director - Industry Partnerships will develop these relationships and facilitate the seamless introduction and handover of these relationships to key Unitec staff.

This position will work with the Deputy Chief Executive Director, Pasifika and Partnerships and Support and other members of the team to drive performance and achievement against the organisations annual plan – our Takitahi.

Key Areas	Key Responsibilities	Expected Outcomes
Connect industry to Unitec	<ul style="list-style-type: none">Proactively identify and develop opportunities that might benefit Unitec, Te Pūkenga and its stakeholders. For example, work-integrated learning opportunities and graduate employment opportunitiesBe the conduit with key influential industry people to ensure needs are understood and are conveyed to Unitec Schools to ensure the programmes offered and developed at Unitec meet or exceed industry requirements and expectations	<ul style="list-style-type: none">A network of influential relevant industry people is identified, developed to an appropriate level that they can be introduced and the relationship can continue to develop with relevant Unitec staffAcademic offerings are developed in line with industry expectations
Promotion of Unitec's profile to Industry	<ul style="list-style-type: none">Build the awareness of the programmes offered by Unitec with industryInfluence industry groups to ensure the programmes/courses are highly regarded and in turn Unitec graduates are sought after by employersPromote the Heads of Schools and academic staff with relevant industry groups to further build credibility of the delivery of Unitec courses	<ul style="list-style-type: none">Unitec's profile with industry is enhancedEmployer of choice for Unitec graduatesUnitec has a quality network of Graduate work placements options

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Key Areas	Key Responsibilities	Expected Outcomes
Commercial Partnerships	<ul style="list-style-type: none"> Identify partners who can utilise and optimise Unitec's educational offerings to benefit students, employers and wider society Create and manage channels that maintain opportunities to sell Unitec's core and customised services Formal business partner agreements are maintained to reflect the strategic agreement, responsibilities and opportunity targets Continuous strengthening and building of business relationships with established partners that create new and maintain existing business opportunities 	<ul style="list-style-type: none"> Successful and sustainable Partnerships are established Unitec becomes a business partner of choice.
Stakeholder Management	<ul style="list-style-type: none"> Develop and maintain existing relationships with stakeholders (internal and external) that ensures the delivery of key outcomes Be proactive in creating new stakeholder opportunities 	<ul style="list-style-type: none"> Continuous improvement in internal and external customer service quality New stakeholder relationships are created and maintained
Financial Management	<ul style="list-style-type: none"> Ensure that financial practices and decisions are in accordance with policies Ensure financial commitments reflect value for money and quality supply of services Ensure effective use of resources by managing, forecasting and monitoring annual operational budgets Set annual budgets to deliver on agreed annual objectives Manage the budget to meet agreed annual targets 	<ul style="list-style-type: none"> Unitec's budget is utilised in the most effective manner possible, ensuring that the maximum benefit to Unitec is achieved

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Key Areas	Key Responsibilities	Expected Outcomes
Leadership	<ul style="list-style-type: none"> • Provide leadership to the team that demonstrates the team understand the vision, values and principles of Unitec • Instil a high performing team culture through effective leadership, collaboration and coaching and mentoring • Provide effective professional development and performance management of team through setting of clear KPI's, regularly monitoring and managing performance • Source, recruit and retain talent who are high performers, support future leaders and who demonstrate excellence in practice and performance 	<ul style="list-style-type: none"> • Quality operational outcomes. • Collaborative culture is fostered through conscious leadership, shared experiences and resources, and working together • Each team member fully participating in performance partnering process. Clear demonstration of increase in competency levels • The Unitec Performance Partnering process is evidenced and any poor performance is managed in a timely and professional manner. 100% ADEP plans across the department
Ways of working and team culture	<ul style="list-style-type: none"> • Lead the implementation and embedding of consistent ways of working. • Model and activate partnerships with Mā ori, modelling the principles of Te Noho Kotahitanga • Lead the implementation of evidenced- based practice and approach to decision making, based on quantitative and qualitative information • Lead the ongoing development of a work culture that is characterised as proud, professional, responsive, inclusive, dynamic, collaborative and aligned with Unitec's Values 	<ul style="list-style-type: none"> • Collaborative culture is fostered through conscious leadership, shared experiences and resources, and working together. • Each team member fully participating in performance partnering process. Clear demonstration of increase in competency levels.

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Health and Safety	<ul style="list-style-type: none">• You will demonstrate commitment to Unitec's health and safety rules and procedures and take reasonable care to look after your own health and safety at work, your fitness for work, and the health and safety of others. You will be required to report any potential risks, incidents and near misses so the organisation can investigate, and eliminate or minimise harm or risk of harm.• Promotes a culture of zero harm, including safe working practices and behaviours and sustainable environmental practices.• Models zero harm behaviours.• Identifies and minimises business risks and compliance issues.• Partners with the Health and Safety team to align strategies and drive a zero harm culture.	<ul style="list-style-type: none">• Unitec's Health and Safety measures are met or exceeded• All risks effectively managed and no compliance issues• Processes and culture reinforce Unitec kaupapa
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Unitec Kaupapa	<p>Actively participate to uphold the Unitec Kaupapa and the factors that will enable success as follows;</p> <p>Our Partnership</p> <ul style="list-style-type: none"> Te Noho Kotahitanga is Unitec's partnership between Māori and non- Māori underpinned by the principles of Rangatiratanga, Wakaritenga, Kaitiakitanga, Mahi Kotahitanga and Ngākau Māhaki <p>Our Purpose</p> <ul style="list-style-type: none"> Led by Te Noho Kotahitanga we manaaki the success of our students and communities <p>Our Success</p> <ul style="list-style-type: none"> Improve the success of all learners, achieving parity for Māori, Pacific and Under 25s by 2022, enhancing success of International learners and Disabled learners and services the educational needs of Tāmaki Makaurau Provide high quality learning, teaching and applied research to develop work-ready lifelong learners and return to Category One Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning Build a financially sustainable organisation to invest in the future with an operating surplus by 2022 <p>Our Values</p> <ul style="list-style-type: none"> Rangatiratanga (Authority and Respect) Wakaritenga (Legitimacy) Kaitiakitanga (Guardianship) Mahi Kōtahitanga (Co-operation) Ngākau Mahaki (Respect) <p>Our Way</p> <p>A dynamic community of learners engaged in a culture of open inquiry</p>	<p>Unitec Values and Code of Conduct are upheld, and positive feedback is received from key stakeholders.</p>
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What you will bring

Role Related Experience

Essential

- An understanding or desire to learn Te Reo Māori, Tikanga Māori and the values and practices of Kaupapa Māori
- Evidence of active engagement in building diverse, inclusive and equitable work places/environments
- Demonstrably successful experience developing partnerships and converting a pipeline of new business opportunities and industry connections within the Auckland vocational learning environment
- Experience operating in a large, complex, multi stakeholder organisation within a networked, collaborative organisational structure
- Evidence of industry and community credibility and a strong reputation as an inspirational leader in the commercial or education sector
- Proven strong professional values that emphasise a customer service approach and a focus on results
- Excellent interpersonal and communications skills with the ability to work effectively across commercial and educational environments
- Senior Management experience and proven ability to work effectively as part of a senior team
- Proven track record in delivering results in a commercial /business environment
- Commercially astute and able to successfully apply effective financial practises and controls
- Track record in building business development organisational capability
- Understands and can manage/mitigate business risk
- Relevant tertiary qualification and commitment to ongoing professional development

Desirable

- Desirable to have worked with Iwi groups. Understands how to operate in a bi-cultural environment
- Desirable to have experience building inclusive and equitable environments where diversity can flourish
- Desirable to have some experience in the education sector

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Leadership competencies required

- **Fosters a Student-Centred Whānau**
Building strong customer and student relationships and delivering solutions to the Unitec whānau
- **Engages with Difference**
Harnesses the value that different perspectives and cultures bring to Unitec
- **Collaborates**
Building partnerships and working collaboratively with others to meet shared objectives
- **Builds Trust**
Gaining the confidence and trust of others through honesty, integrity, and authenticity
- **Ensures Accountability**
Holding self and others accountable to meet commitments
- **Develops Self-Awareness and Reflective Practice**
Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses
- **Demonstrates Ongoing Commitment to Engaging in Treaty-Based Partnership**
Takes responsibility as a partner in living Te Noho Kotahitanga
- **Cultivates Curiosity and Innovation**
Examining the status quo, identifying opportunities and introducing real world solutions for improvement

Financial Authority (Yes/No)

Budget owner	Yes
Delegated Financial Authority as per Unitec's Delegations Policy	Yes
Responsible for new employee hire	Yes

People Management

Number of Direct Reports:	7 - 10
Number of Indirect Reports	2 - 5
Responsible for contract staff, and/or coaching, training of others	Yes

Dimensions of the position

Safety sensitive role:	No
Vulnerable Children Act applicable:	No

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Position Contacts and Relationships

Internal	External	Committees/Groups
Executive Leadership Team	Unitec partners and vendors	All relevant committees
Head of Schools	Industry associations	
Deputy Chief Executive Pasifika, Partnerships and Support	Private businesses	
Director Marketing	Public sector organisations	
Priority Group leads	Iwi	
The role reports to the Deputy Chief Executive, Pasifika, Partnerships and Support		