



Job Title:	Kaiatawhai Matua Taonga Māori - Senior Collections Archivist	Department:	Collection Management
Report lines:			
Direct Reports: 0	Reports To: Manager Collections OR Poutaki Taonga Māori	Key Stakeholders: Accessible Collections group Ngā Taonga employees Material Producers Depositors Manager Collections OR Poutaki Taonga Māori	

About Ngā Taonga Sound and Vision

The New Zealand Archive of Film, Television and Sound Ngā Taonga Whitiāhua Me Ngā Taonga Kōrero (operating under the name Ngā Taonga Sound & Vision) is an independent charitable trust overseen by a Board of Trustees representing film, television, radio, archival, Māori and community interests.

Ngā Taonga is New Zealand's audiovisual archive. We save and cherish the stories, creativity and history of Aotearoa New Zealand in sound and moving images. With strong values of connection, conservation and commitment our purpose is to collect, preserve, care for and share Aotearoa New Zealand's audiovisual taonga. Our kaupapa expresses our commitment to the principles of the Treaty of Waitangi and reflects Māori and Pākehā perspectives, language and aspirations. It guides the way we work with each other, with audiovisual taonga and with those connected with them.

Position Purpose

The Kaiatawhai Matua Taonga Maori - Senior Collections Archivist Taonga Māori is responsible for carrying out prioritised, project-based accessioning, rights clearance and cataloguing tasks across incoming Taonga Māori collection items, and backlogs. This role responds to key Archive strategies for collection development, selection and acquisition, and preservation prioritisation. Coordinating collecting priorities and projects set by managers, this role may also identify potential audiovisual deposits and negotiate with the owners and rights holders to acquire them. This work may be drawn from the Archive's backlog, and/or new acquisitions.

This role is instrumental in providing selection, acquisition, accessioning, cataloguing, and rights clearance services that are consistent, of high quality, in line with archival principles, kaupapa-centred in their practices and with a strong digital emphasis and customer service ethos.

The Kaiatawhai Matua Taonga Maori - Senior Collections Archivist Taonga Māori is a thought leader in their field and provides coaching, development opportunities and mentoring to others in the team when appropriate. They also develop and contribute knowledge and expertise on archival best practice across the business. In addition, they provide exceptional delivery of the services outlined above, alongside effective relationship management with internal and external stakeholders.

Key Accountabilities

1. Select and Acquire

- Select and acquire backlog and new items into the collection, in line with the Collection Development Strategy, Selection and Acquisition Policy and Preservation Prioritisation Framework, and project priorities determined by managers.
- Deselect backlog items from the collection and arrange for return/disposal, in line with archival standards and workflows.
- Ensure selected material is rehoused and labelled to archival standards.

2. Accession and Catalogue

- Accession and catalogue backlog and new items into the collection, in English and/or te reo Māori (if specialist).
- Handle analogue material and digital files to established standards and specifications applying appropriate quality control measures.
- Accurately enter technical metadata from analogue and digital carriers into the Ngā Taonga database.
- Contribute to the review and documentation of digital file handling workflows and processes.
- Advocate with staff the need to increase digital capability across the Ngā Taonga, reflecting the fact that we are in a period of transition towards predominantly working with born-digital content.
- Encourage and support staff to increase their digital skills and understanding of working with this medium
- Take responsibility for sharing digital skills and understanding across members of the team.

3. Rights Clearance

- Administer the Grant of Rights to identify, negotiate and document all associated rights at the outset of a deposit and retrospectively for selected backlog collections, seeking specialist advice for Taonga Māori items where necessary.
- Ensure rights are fully and accurately recorded in the database to support future access.

4. Research

- Research additional technical and descriptive metadata where needed.
- Ensure research is consistent, of high quality, in line with archival principles.

5. Mentoring and Thought Leadership

- Apply thought leadership to progressing archival best practice within the Taonga Māori collection management workflows of Ngā Taonga.
- Keep abreast of emerging trends and developments around archival best practice for audiovisual preservation.
- Maintain a critical view of challenges, changes and opportunities within audiovisual archiving nationally and internationally.
- Contribute knowledge and expertise across the business through mentoring, coaching, supporting and training others.
- Undertake reflective practice, sharing insights within the Archive and with the wider archival sector, as required.
- Help develop resources and present as required to support staff induction, training and professional development within the team and the Archive.
- Act as a trusted mentor and “go-to” employee for the wider team.
- Act as a second in charge for the team as and when required.

5. Contribute to Team Results

- Establish and monitor own work programme in conjunction with manager.
- Regularly review own current capabilities and build or source required skills.
- Take part in virtual teams, and cross-functional and organisational priority initiatives.
- Consider the team's financial and other resources in identifying solutions and carrying out the work programme.
- Look for opportunities to make improvements to workplace practices that improve Ngā Taonga operations and performance.
- Actively participate in the Performance Development Process.
- Look for opportunities to model and reinforce Ngā Taonga Valued Behaviours and encourage others to do the same.

6. Relationship Management

- Actively manage relationships and contractual agreements with key clients.
- Ensure relationships with internal stakeholders are maintained positively through regular and open communication.
- Ensure relationships with external stakeholders are established and maintained positively for service, research and development purposes.

7. Mātauranga Māori

- Advocate and support our commitment to a kaupapa-centred approach across all roles and activities of Ngā Taonga and encourage others to do the same.
- Identify and participate in job relevant learning activities to develop or enhance your understanding of Ngā Taonga philosophies, values and principles relating to our kaupapa-centred approach, taonga Māori and mātauranga Māori.
- Take responsibility to ensure taonga Māori and mātauranga Māori interests are considered, and where appropriate, included in the course of your work activities.
- Encourage and support the use and normalisation of te reo Māori in the workplace.

8. General Digital Capability

- Continuously seek to improve your digital capability as appropriate for your role.
- Encourage and support others to increase their capability by sharing your own digital skills.

9. Health, Safety and Wellbeing

- Be aware of the Archive's hazards and risks, and the established controls to proactively meet all standards.
- Comply with all relevant Health and Safety policies, requirements and legislation.
- Be alert to identify or respond immediately to health and safety issues.
- Maintain your own wellness, health and safety within the workplace, and encourage others to maintain theirs.

Key Behaviours

Conservation		Connection		Commitment
Tika	Aroha	Hono	Tangata	Pono
<i>Do what is right</i>	<i>Integrity and Trustworthiness</i>	<i>Connection & Collaboration</i>	<i>Do what is right</i>	<i>Integrity and Trustworthiness</i>
Outcome: We are trusted		Outcome: We are connected		Outcome: We are valued
Valued Behaviour		Narrative/Explanation		
We value the collection by sharing it		<i>As kaupupuri of the audiovisual archive of Aotearoa, we work hard to ensure the collection is discoverable and accessible for both current and future audiences while adhering to professional best practice for audiovisual archiving. When we preserve and present archival material, we do so with appropriate attention to kaitiakitanga, manaakitanga, tikanga and the Archive's reputation. We also value and uphold the rights of depositors, kaitiaki and copyright holders.</i>		
We lift each other up		<i>We value everyone's contribution, skills and mana. We understand that our words matter, our behaviours matter and our colleagues matter. We show that by taking responsibility for the energy we bring into Ngā Taonga and our workspaces and by being generous in our interpretation of other people's motivations and actions.</i>		
We are easy to work with		<i>We work collaboratively and with integrity so that we are trusted and respected by both our colleagues and our stakeholders. We keep our promises – and we don't make promises we can't keep. We continuously improve our processes and our communications so that our work is efficient and effective as well as understood and valued.</i>		
We strive to do better		<i>We improve our chances of success by collaborating, seeking and encouraging alternative views, deliberately learning from the past, and ensuring that what we learn is made available to others – now and in the future. We recognise multiple worldviews as being valid, and we respect and acknowledge them. We understand and use feedback loops, reflecting on what worked and what didn't, and sharing this information so that we can all improve. We own our mistakes and don't blame other people</i>		
We use our time and resources responsibly		<i>Every day we focus on delivering value for money – with our own time, with the time of our colleagues, and with the financial, physical, environmental and intellectual resources at our disposal. We are thoughtful about our impact on the physical environment. We are always mindful of the significant contribution our funders, including New Zealand taxpayer makes to our organisation.</i>		

Qualifications (or equivalent level of learning)

Essential	Desirable
<ul style="list-style-type: none">• Tertiary qualification.	<ul style="list-style-type: none">• Level 3 or above of the Whakamātauria Tō Reo Māori Level Finder Examination (LFE), Te Taura Whiri i te Reo Māori.• Full NZ drivers' license.• Post-graduate tertiary qualification in archiving, history, library and/or museum/heritage studies or similar.

Knowledge/Experience

Essential	Desirable
<ul style="list-style-type: none">• Five or more years' experience working with archival material.• Experience with audio-visual formats, carriers equipment and technologies.• Demonstrated commitment to archival ethos, practice and standards.• Experience in mentoring, coaching and training.• Awareness of tikanga Māori and openness to working with iwi and Māori communities.• Understanding of te Tiriti o Waitangi and the responsibilities of the Treaty partners.• A degree of fluency in te reo Māori.• Experience working with iwi and Māori communities.• Relationship management experience.• Understanding of rights management principles and practices.• Experience in assessing collections.• Experience in accurately recording technical and descriptive metadata.• Excellent verbal and written communication skills.• Ability to operate with discretion and integrity.• Account management.• Comfortable operating in a tikanga / kaupapa Māori environment.• Understanding of appropriate tikanga for handling taonga.• Experience in Microsoft Office suite.	<ul style="list-style-type: none">• Experience in negotiating and/or clearing rights.• Experience in public speaking/presenting.• Understanding of conservation techniques.• Understanding of project management.• Understanding of New Zealand history.• Understanding of history of broadcasting, moving image and / or audio recording.

From time to time it may be necessary to consider changes in the job description in response to the changing nature of our work environment– including technological requirements or statutory changes. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required.