

# Pou Herenga: Skills Matrix

Tier 1 skills:	
Te Reo Māori and Tikanga	Relevant experience in the application of Te Reo Māori and tikanga in formal and informal settings. Localised and across the motu.
Mātauranga including in: Oceans Terrestrial General localised	Expert in aspects of mātauranga in relation to the taiao/environment including to the relevant whakapapa, knowledge of historic kōrero/pūrākau, moteatea etc., knowledge of voyaging, and other practices related to localised kaitiaki obligations, ahi kaa, etc.
Māori Economy	Commercial and kaupapa Māori expertise in agriculture, forestry, horticulture, energy, tourism, property, blue carbon, and other investment portfolios relevant to the Māori Economy. This includes innovation, technology and other practices that contribute to emissions reductions.
Te Tiriti o Waitangi/The Treaty of Waitangi	A good understanding of the Treaty both in te reo Māori and English. Understanding of the Waitangi Tribunal process and key precedents that have influenced Treaty related decisions.
Oranga	Iwi/Māori Health & Wellbeing, particularly regarding building climate resilience, preparing for adaptation, and bringing awareness to specific health impacts for Māori communities associated with climate change.
Iwi experience and connections	Knowledge of whakapapa, iwi connections, and experience on iwi and hapū representative bodies.
Expertise in: Climate Science, Adaptation Policy	Expertise in mātauranga Māori, but also connecting with Western Science.
Tier 2 skills:	
Relevant global experience and connections	Relationships with indigenous leaders globally who are active advocates for indigenous rights and responsibilities, climate change, intergenerational wellbeing, and related kaupapa.

## Selection Principles

**Independence** - For the Pou Herenga to be effective, it is essential that a member's contribution is independent of other organisations.

**Credibility** - It is important that Pou Herenga members are well respected in their communities and nationally to uphold the integrity of the Pou.

**Skills distribution** - Throughout the nominations process consideration should be given to the distribution of skills across all members of the Pou.

**Profile distribution** - Throughout the nominations process consideration should be given to how individual members profiles contribute to diversity across the Pou.

**Pou Herenga Diversity** - Consideration should be given to the overall diversity of the Pou in respect to thought, gender, and age.

Rating Scale	Description
5 - Expert	SME/leader, experienced, highly-capable, reputable.
4 - Proficient	Capable, experienced, industry/sector recognition
3 - Demonstrating	Capable, has some direct experience, developing
2 - Basic	Limited ability or knowledge
1 - None/Low	No experience or capability