



## Welcome to Pasifika Futures: Prosperity for Pacific Families

### Our Vision

- All families living in safe, healthy homes and communities and able to support themselves.
- Smokefree Pacific families, workplaces, churches and communities. Healthier, happier communities.
- A great start to the future. All Pacific children starting school participate in early childhood programmes.
- All young people leaving school into training, trades, employment or further education.
- All older people cared for, cherished and valued
- All parents supported to strengthen their parenting skills.
- All Pacific people with disabilities supported to participate in community and achieve their dreams
- Pacific people living long, healthy and prosperous lives.

### OUR VALUES

#### Families

Families are the core of our communities and influence all we do and all that we are. We are committed to working with family groups and collectives.

#### Diversity

We recognise and celebrate the many cultures and communities that make up the "Pacific Community". Our approach and interventions will be inclusive of all members of our communities. We are "Pacific".

#### Strength Based

We focus on what is possible, building on our collective strengths. We believe passionately in self-determination and working to empower our communities.

#### Service

We are humbled by the privilege to serve our families and communities.

#### Leadership

We will lead with boldness and courage and aspire to excellence in all we do.

#### Integrity

We do what we say we will do. We will operate in a transparent manner holding ourselves accountable to the highest standards.

#### Reciprocity

We value our partners and respect the relationships we have. We can achieve more working together. We will respect those we work with and recognise the strengths they bring to our work. We value and nurture the relationships with our stakeholders.

### How we work

Our aim is to see all families living in healthy homes and communities, prosperous, employed and contributing to the success of New Zealand.

Our family-centric approach recognises that the best solutions to family challenges will come from Pacific families themselves. What we need to do is harness the power of Pacific networks, culture and communities.



From Invercargill to North Cape, Pasifika Futures will partner with contracted service providers, churches, community groups, sports clubs, and youth groups to support families.

Our role is to help families navigate their way from opportunity to empowerment to prosperity.

## Position Description Evaluator

### Objective

The purpose of this role is to support the Director of Performance and Evaluation in providing ongoing, high quality data analysis and reporting to support the performance monitoring, evaluation and research needs of Pasifika Futures. The Evaluator will work closely together with the Pasifika Futures Knowledge team to provide analysis, writing and reporting of our evidence base. This agenda is aligned with Pasifika Future's Vision and Purpose to work alongside Pacific families in New Zealand, supporting their aspirations to shape a better future.

### Job Specification

<b>Reports to:</b>	Director of Performance and Evaluation
<b>Region:</b>	National role
<b>Location:</b>	Wellington
<b>Industry Influence:</b>	This role is a central part of the Knowledge team of Pasifika Futures, who build and share data and insights on the performance and effectiveness of PFL commissioned programmes
<b>Key Partnerships:</b>	With Knowledge, Engagement and Enablement teams
<b>Authority Levels:</b>	
<b>People reporting:</b>	

### Core Responsibilities

#### Lead our Values

- Keeps the organisation's vision and values at the forefront of decision-making and action.
- Be a model for the values of the business both internally and externally

#### Primary Responsibilities

##### Performance Monitoring and Evaluation: Analysis, Reporting and Writing

- Produces high quality, timely analysis and writing to support PFL research and reports
- Supports the production and design of high quality, timely reports to meet the monitoring, evaluation and research needs of PFL
- Work collaboratively on the production and ongoing improvement of monitoring, evaluation and research products, including reports, frameworks and tools
- Builds and maintains effective working relationship with the Director Performance and Evaluation, the Knowledge team, CEO, Engagement and Enablement teams and PFL partners.

##### Building Our Evidence Base on Pacific families

- Contributes to publishing reports, articles, and presentations on PFL Knowledge and evidence
- Keeps current and up to date in terms of political, social, economic, cultural and health literature on Pacific people in New Zealand



- Develops and manages the Pasifika Futures qualitative evidence base (including literature) on what works and doesn't work to increase Pacific family capabilities across our four broad outcomes (Education, Health, Economic and Culture, Leadership and Language).

#### **Works collaboratively to share learning and build capacity in others**

- Works collaboratively with other PFL staff via participation in internal and external collaboratives, weekly meetings, formal reports and informal ad hoc reporting
- Works collaboratively with Pasifika Futures staff and partners to develop and implement Knowledge training products with partners
- Builds and maintains partnerships with key Knowledge stakeholders
- Proactively looks for opportunities to share information and improve learning and capacity development in others

#### **Continuous Improvement**

- Read and research widely to keep up to date with research, evaluation and monitoring analysis best practice.
- Ensure high quality data collection and analysis systems are in place and continuously improved
- Promote the ability of partners to monitor and understand their data

#### **Customer Care Quality**

- At all times strive to provide total partner satisfaction through a service delivery process which continuously focuses in improvement.
- Constantly remain vigilant for improvement possibilities in the operation of the Company, bringing these to the attention of the organisation through the use of the corrective action system and by making appropriate suggestions. Acts as appropriate.
- Help ensure all personnel and quality policies and procedures are adhered to.

#### **Health, Safety Company Policies & Wellbeing**

- Accountable for complying with the company's Health & Safety policies and procedures and ensuring the provision of optimal health and safety conditions for areas over which the incumbent has control.
- Comply with all legislative obligations.
- Take reasonable steps to understand hazards and risk associated with business activity
- Champion health and safety policy and procedures and ensures their implementation

### **Knowledge, competencies/skills and Experience**

- Tertiary qualification, in Social Science, Arts, Law, Economics or related area
- Exhibits and model Pasifika Futures Value Expectations:
- Developing Strategic Relationships - Using appropriate interpersonal styles and communication methods to influence and build effective relationships with business partners (e.g., peers, functional partners, external vendors, and alliance partners).
- Communicating with Impact - Expressing thoughts, feelings, and ideas in a clear, succinct, and compelling manner in both individual and group situations; adjusting language to capture the attention of the audience.
- Driving for Results - Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goal attainment; tenaciously working to meet or exceed those goals.
- Understanding and relationship with Pacific communities including knowledge of the challenges that Pacific families face

#### **Highly Desirable:**

Postgraduate degree  
Evaluation and Research experience  
Fluency in a Pacific language  
Significant experience in writing

