



TEI council members: Framework for selection

Attribute or Skills	Legislative Mandate	Competencies required	Demonstrated by
Strategic planning/ Governance	<i>Education and Training Act 2020 s280 (b), (c), (d) and (e)</i> <ul style="list-style-type: none"> › undertake strategic planning › prepare plan and ensure institution is managed accordingly › determine policies › monitor performance 	Candidates would be sought who could demonstrate— <ul style="list-style-type: none"> › their ability in <u>leading an organisation</u> to effectively respond to a changing environment; <li style="text-align: center;"><u>or</u> › ability as a <u>consultant</u> to successfully assist an organisation through change; <li style="text-align: center;"><u>or</u>, if their background was academic › an <u>understanding</u>, demonstrated in their published papers, of the impact of the political and economic environment on their area of expertise 	<ul style="list-style-type: none"> › employment experience <ul style="list-style-type: none"> ○ as managing director or in a senior management position (<u>not below tier 2</u>, for example Chief Financial Officer position) ○ as consultant or as an academic ○ as a Minister of the Crown › experience in other governance roles <ul style="list-style-type: none"> ○ number of years/ number of boards ○ as a Chair
Financial management/ Business acumen	<i>Education and Training Act 2020 s281 (1) (e)</i> <ul style="list-style-type: none"> › ensure fiscal responsibility, efficient use of resources, and long-term viability 	Candidates would be sought who could demonstrate— <ul style="list-style-type: none"> › successful decision-making in a business environment, for example in self-employment or as part of a senior team › ability to understand TEI council finances, bearing in mind the relative complexity of public sector funding › confidence to contribute effectively on financial matters 	<ul style="list-style-type: none"> › <u>relevant experience</u>: this is where previous governance, leadership, and employment experience can demonstrate that the candidate has the necessary skills › financial or accountancy skills (valuable rather than essential)
Treaty of Waitangi	<i>Education and Training Act 2020 s4(d)</i> <ul style="list-style-type: none"> › honours Te Tiriti o Waitangi and supports Māori-Crown relationship <i>Education and Training Act 2020 s281 (1) (b)</i> <ul style="list-style-type: none"> › It is the duty of an institution's council, in performing its functions and exercising its powersto acknowledge the principles of Te Tiriti o Waitangi 	Candidates would be sought who could demonstrate they— <ul style="list-style-type: none"> › understand, value, and can apply principles of the Treaty of Waitangi or › actively participate in iwi organisations, whether voluntary or remunerated, <u>and</u> who › are affiliated or have links to the relevant iwi 	<ul style="list-style-type: none"> › demonstrate they have actively applied the principles of the Treaty in a practical context › experience using strategies to demonstrate partnership with Māori › experience in Crown/Iwi negotiations and/or successful relationship building with Iwi
Employment environment	<i>Education and Training Act 2020 s280 (a)</i> <ul style="list-style-type: none"> › appoint chief executive and evaluate performance <i>Education and Training Act 2020 s281 (1) (d)</i> <ul style="list-style-type: none"> › ensure the institution does not discriminate unfairly 	Candidates would be sought who could demonstrate— <ul style="list-style-type: none"> › an understanding of the current employment environment, including the role of anti-discriminatory legislation › specialist HR knowledge and experience can be useful 	<ul style="list-style-type: none"> › <u>recent/current</u> employment experience is particularly valuable here › experience in other governance roles › experience of working within a framework for making appointments at a senior level and monitoring performance
Quality improvement	<i>Education and Training Act 2020 s281 (1) (a)</i> <ul style="list-style-type: none"> › strive to ensure the highest standards of excellence in education, training, research 	Candidates would be sought who could demonstrate— <ul style="list-style-type: none"> › success in driving up quality such as a “turn-around” role in business or the public sector › an understanding of the strategies that drive quality improvement 	<ul style="list-style-type: none"> › career/ employment highlights › experience of effectively monitoring organisational performance in a governance or senior management role
Commitment to tertiary education	<i>Education and Training Act 2020 s281 (1) (f)</i> <ul style="list-style-type: none"> › ensure proper standards of integrity, conduct, and concern for <ul style="list-style-type: none"> ○ public interest ○ well-being and pastoral care of learners 	Candidates would be sought who could demonstrate they have— <ul style="list-style-type: none"> › a commitment to and an interest in the TEI and its learners › the time available to attend meetings and key events at the TEI, eg awards ceremonies 	<ul style="list-style-type: none"> › answers the question –“why do you want to join the council?” › experience in other TEIs or other educational institutions
Community relationships	<i>Education and Training Act 2020 s281 (1) (c)</i> encourage the greatest possible participation by the communities served by the institution	Candidates would be sought who could demonstrate they— <ul style="list-style-type: none"> › actively participate in other community organisations, whether voluntary or remunerated, <u>and</u> who › reside within the learner catchment area 	<ul style="list-style-type: none"> › experience in community organisations or in governance roles › residential address › ethnicity/ Iwi