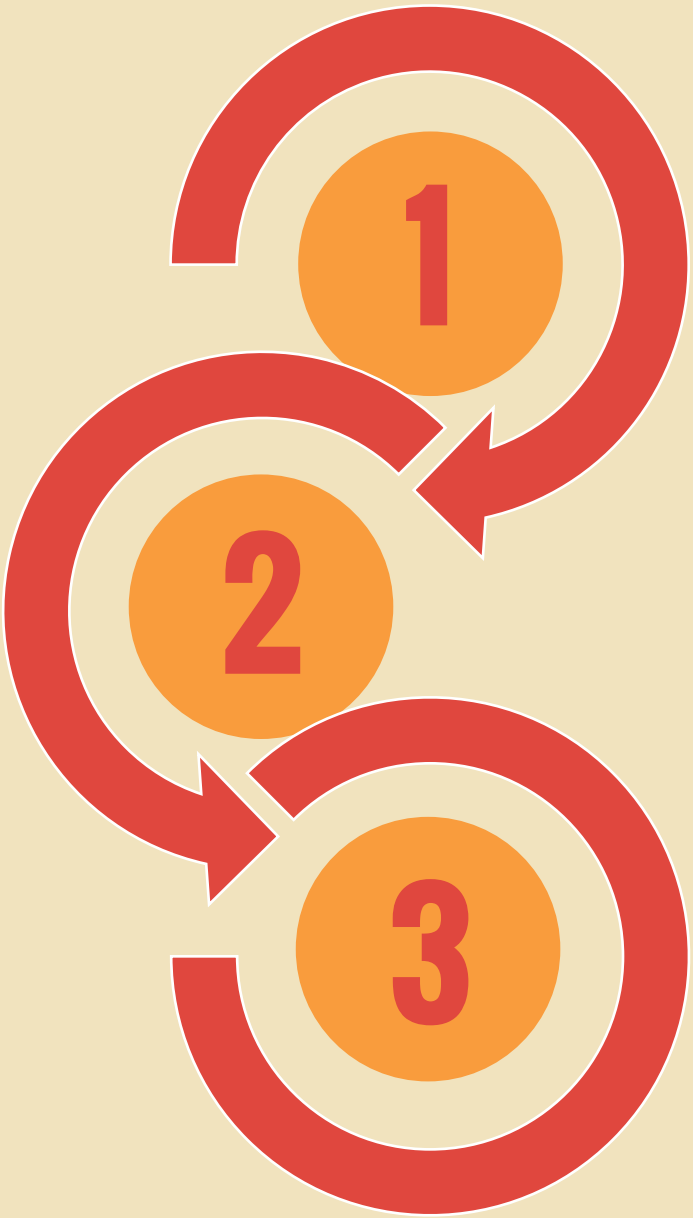
What a Te Tiriti-Based Hiring Process Feels Like

(From a Candidate's Point of View)

HE WHAKAMĀRAMA | EXPLAINER

Hiring can often feel transactional and unclear. But when we apply a Te Tiriti lens, recruiting for any role becomes a values-led, mana-enhancing relationship.



ADVERTISING THE VACANCY

TE TIRITI O WAITANGI PREAMBLE: Partnership

WHAT IT LOOKS LIKE:

- Kaupapa of the role is explained, not just tasks
- Organisation's Tiriti commitments are transparent
- Clearly outlines how applicants will be evaluated
- Application questions are provided up front*
- Whakapapa, lived experience, and aspirations welcomed

SUBMITTING THE APPLICATION

TE TIRITI O WAITANGI ARTICLE: Tino Rangatiratanga

WHAT IT LOOKS LIKE:

- Multiple ways to apply: written, video, community references
- Clear and fair criteria, no curveballs*
- Māori Values (like tika, pono, aroha) are recognised as strengths

INTERVIEWING THE CANDIDATE

TE TIRITI O WAITANGI ARTICLE: Ōritetanga + Wairuatanga

WHAT IT LOOKS LIKE:

- Interview questions are shared beforehand*
- Space is welcoming and culturally safe
- Relational strengths and community contributions are honoured
- Interview feels like a conversation, not a test

* Using the same questions and evaluation criteria at every stage improves transparency and respects the candidate's time.

When we hire through a Te Tiriti lens, we don't just find the right person — we build the right relationship.

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Putting a Te Tiriti Lens on Your Hiring Process

TAUIRA WHAKAMAHI | TEMPLATE

Use this page to review or design a mana-enhancing, values-led approach to the recruitment of any role.

1 ADVERTISING THE ROLE

WHAT TO INCLUDE	OUR CURRENT PRACTICE	NEXT STEPS
Kaupapa and purpose of the role explained?		
Te Tiriti + partnership commitments visible?		
Clear selection criteria (including values and lived experience?		
Application questions provided up front?		

2 APPLICATION PROCESS

WHAT TO INCLUDE	OUR CURRENT PRACTICE	NEXT STEPS
Multiple formats for submission?		
Values and lived experience recognised?		
Clear selection criteria (including values and lived experience)?		
No surprise questions or hidden expectations?		

3 INTERVIEW PROCESS

WHAT TO INCLUDE	OUR CURRENT PRACTICE	NEXT STEPS
Interview questions shared ahead of time?		
Culturally safe and welcoming space?		
Values, relationships, and aspirations explored?		

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