

Te Niwaha

Infectious Diseases Research Platform

**Kia Niwaha Leader Fellowship
Application Guidelines**



Please register your interest for applying with us via e-mail.

Should you have any pātai (questions), please don't hesitate to contact us. Note: We will hold a virtual information session on Mon, 11 Mar 2024 at 1 pm.

teniwha@otago.ac.nz

Photo: Te Niwha Symposium 2022 – Values workshop. Tuurangawaewae Marae

Nau mai Haere mai – Welcome

Teena anoo taatou,

As Te Niwha progresses through our programme of work, we reflect on our establishment in 2022 as the Infectious Diseases Research Platform.

Our Mission to ensure that our Aotearoa, New Zealand has world-class research capability to support our preparedness for current and emerging infectious diseases rests on Te Niwha working to ensure we are Strong, Prepared and a Unified network – which is our Vision.

Alongside our research portfolio of projects, Te Niwha has a strong People Leadership focus – that is we are investing in people, investing in training, and investing in collaboration. Developing leadership in our early career researchers is fundamental to ensuring together, we achieve our Mission and Vision.

The Kia Niwha Leader Fellowships is an intensive and purposeful leadership programme. We are calling for submissions from early career researchers who want to take a serious journey towards realising their leadership potential.

We have chosen 12 months for this programme because we want to take this journey with you and have confidence that our Fellows will be well supported across our stakeholders, networks and relationships.

These Fellowships will bring together a team of five who will individually grow in their leadership capability and experience but too, support the growth of each other. The team will have diverse specialties but be united in wanting to contribute from those fields to pandemic preparedness, current and emerging infectious diseases.

Successful Fellows will attend waananga (residential workshops) that will bring together established leaders across the range of fields, specialities, iwi and pacific partners to manifest all-round pandemic and infectious diseases research leaders. Fellows will also be supported to spend up to four weeks on an international attachment relevant to your specialty area.

Inside this guide you will find information about our Fellowships and how to apply. We also have included Te Niwha key documents to help you write your application. Should you require support – please reach out to our team.

Nigel and I look forward to supporting your journey.

aha tatou,

Te Pora Thompson & **Distinguished Professor Nigel French**
Director, Te Niwha Chief Science Advisor, Te Niwha

Kia niwha te ngaakau ki te whakauu i ngaa mahi atawhai i te iwi

Be brave and immoveable to do the best for the people.

- *Kiingi Taawhiao*

Our name: Te Niwha is drawn from this Tongikura of Kiingi Taawhiao.

It encourages and reminds us all, to be steadfast in our shared pursuit of ensuring we build world-class research capability in Aotearoa, New Zealand for pandemic preparedness, emerging threats and current infectious diseases.

We encourage our emerging infectious disease research leaders to be brave and immovable in their academic pursuits with these fellowships.

People Leadership

A distinguishing aspect of Te Niwha is our Kawenata [Charter]. The Kawenata contains our guiding principles and values and as such is embedded within all our mahi. As is our Mission, we are committed to building capability in research.

Te Niwha will build capability across three key priority areas: Investing in People, Training and Collaboration.

- For our People priority area – Te Niwha are investing in a total of fifty [50] scholarships and fellowships to develop, strengthen and enable world-class infectious diseases researchers.
- Investing in Training Priorities – Across our lifetime, Te Niwha and our partners will deliver a range of workshops that will strengthen technical skill, support researchers to develop cultural confidence and build community connections.
- Supporting Mahi Tahi Collaborations – Te Niwha will support the establishment and facilitation of research Mahi Tahi hubs across a range of disciplines and interests.

Our Te Niwha documents

Over the following pages, you will find our Kawenata [Charter], Research Priority Areas, Te Niwha Framework and our Mātauranga Excellence domains. Familiarise yourself with these. They guide the mahi that Te Niwha does and what we invest in.

We have put these ahead of the information about the Fellowship as they will support you in submitting your application and help align to the Vision and Mission of Te Niwha.

Te Niwha documents

Te Kawenata O Te Niwha – Charter

The platform Charter – Te Kawenata o Te Niwha establishes the principles and values for which Te Niwha and our research partners (and all activities thereof) will proactively deliver across the strategic intentions.

Overarching the Kawenata alongside the Vision and Mission are our obligations under Te Tiriti o Waitangi.

Our four principles are entrenched within Te Niwha, strategically keep in view our investment objectives, and operationally hold us (all of us) accountable to deliver excellent research.

- **Tiakitanga** | Accountability: We are accountable to those involved in or affected by the conduct of our research.
- **Hononga** | Relationships: Our connection to each other, through shared work and experience, provides a sense of belonging.
- **Tūhonotanga** | Partnership: We commit to healthy relationships that are transparent, impactful, and honourable.
- **Rangatiratanga** | Leadership: We bring people together, nurturing participation, and developing future leaders.

Te Niwha Research Priority Areas & Logic Model

It is important to understand our Five Priority Areas. You will note that we have not put big questions to each priority area – instead, we have stated what we will achieve for each. Refer to this document as you work through your submission.

The Te Niwha Logic Model stretches out our full programme of work and what we considered would be our short, medium and long-term outcomes. This model provides you with a full overview of Te Niwha.

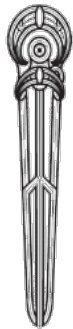
Te Niwha Framework

This framework describes how research proposals navigate through Te Niwha starting at the principle of Tiakitanga working down through each value and then on to the next principle. This framework is important for you to consider as you think about your potential work programme.

Te Niwha Mātauranga Excellence Domains

Ngā Hirahira Mātauranga o Te Niwha privileges Te Ao Māori domains and draws on the notions of Mana Motuhake and Mana Whakahaere to lift and recognise (within the lane of infectious diseases), Mātauranga Excellence. The initial call from early platform development engagement to reach beyond traditional measures for scientific success also supports this Excellence framework.

Mātauranga Excellence is distributed across three domains of Te Ao Māori and is an acknowledgement to the purpose of the Vision Mātauranga Policy and Te Tiriti o Waitangi.



Te Kawenata o Te Niwha

Te Niwha Charter



Te Whakakitenga | Vision

Aotearoa New Zealand's response to current, ongoing and emerging infectious disease threats is characterised domestically and internationally as a strong, prepared and unified network.

Te Ahunga | Mission

To ensure Aotearoa New Zealand has world-class research capability to support our preparedness for current and future infectious disease challenges.

Te Tuatahi | Article One

Kāwanatanga | Governorship

Obligation to protect Māori rights

- Representation & kaitiakitanga
- Structural mechanisms
- Decision-making partnership

Te Tuarua | Article Two

Tino Rangatiratanga | Self-Determination

Māori exercising authority over their affairs

- Engaged, involved
- Capacity & capability building
- Design & implementation

Te Tuatoru | Article Three

Ōritetanga | Equity

Protection and rights

- Equitable outcomes
- Tikanga & kawa
- Mana enhancement & due regard

A tātou Mātāpono | Our Principles

Tiakitanga | Accountability

We are accountable to those involved in or affected by the conduct of our research.

Hononga | Relationships

Our connection to each other, through shared work and experience, provides a sense of belonging.

Tūhonotanga | Partnerships

We commit to healthy relationships that are transparent, positively impactful and honourable.

Rangatiratanga | Leadership

We bring people together, encouraging participation, and developing future leaders.

Ngā Tikanga | Our Values

Kia pono ai Integrity

Actively strive for research excellence, demonstrate the highest standards of behaviour and foster a culture of integrity.

Understand the impact of your role and relationship within the research ecosystem.

Partner with tāngata tiriti, tāngata whenua, where we undertake rangahau for whom there are reasonably foreseeable direct impacts.

Act with honesty and transparency. Disclose and manage conflicts of interest. Acknowledge those who have contributed and acknowledge relevant work by others.

Aroha Respect & compassion

Understand and implement all ethical, tikanga, kawa, and regulatory requirements and standards.

Reach into Mana Whenua and communities when undertaking rangahau to recognise their mana and respect their interests, aspirations and priorities.

Exhibit respect for individuals and communities. Nurture cultural confidence through an appreciation of diversity of thought and values.

Reflect on the consequences of research for communities. Disseminate results and findings and feedback findings to communities.

Mahi tahi Collaboration

Behave with openness, honesty, professionalism, responsibility and integrity to safeguard the health, safety, wellbeing and rights of communities.

Actively seek collaboration with partners across different disciplines, organisations, and diverse communities.

Engage in bi-directional learning to advance and enhance the benefit of collaborations

Ensure partnerships contribute to building capacity by supporting the development of future research leaders.

Kotahitanga Unity

Use appropriate methodologies that are collaboratively designed and collaboratively delivered with research partners.

Acknowledge the expertise and disciplines of research partners and communities.

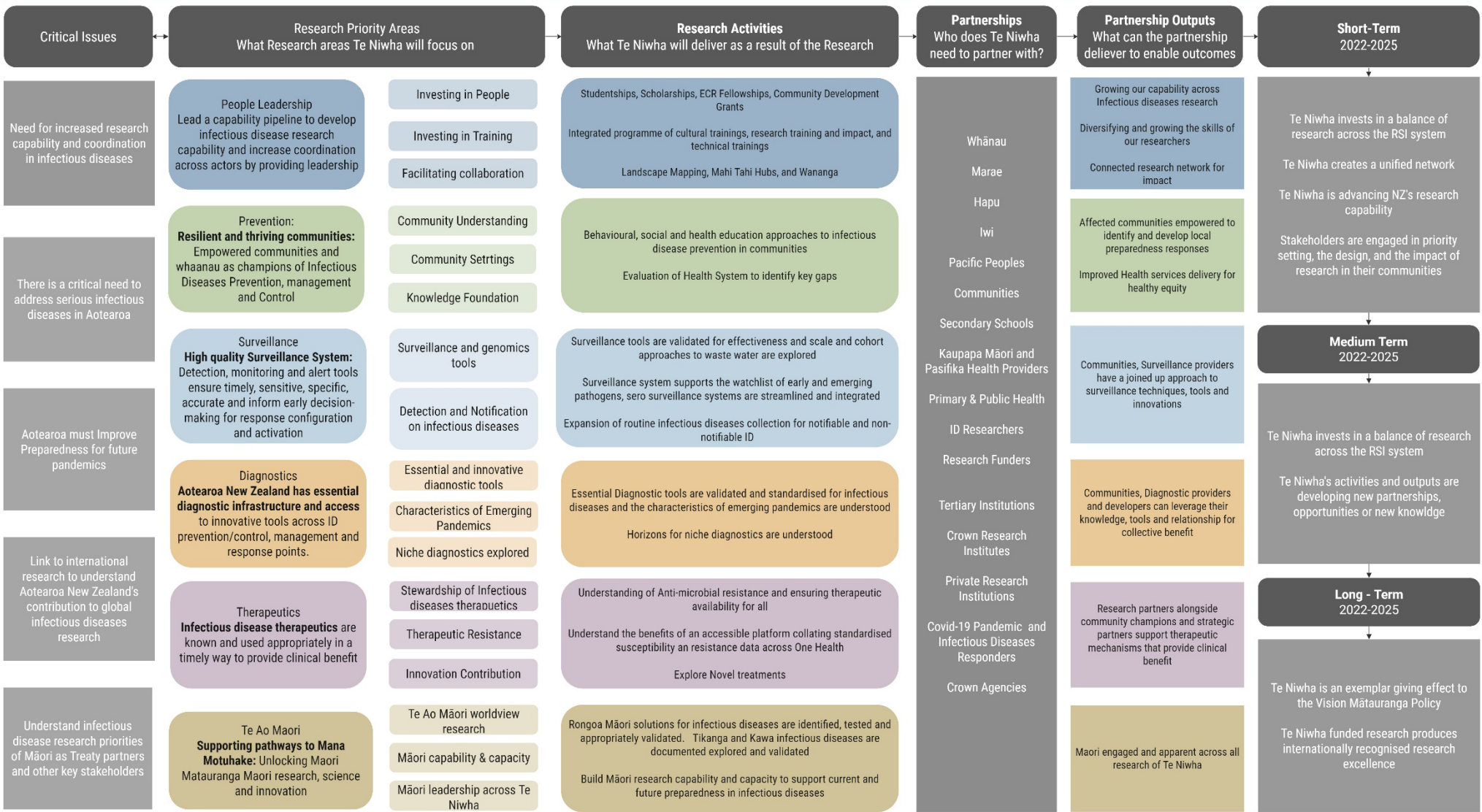
Seek to understand, learn and appreciate the aspirations of all partners.

Lead and influence to ensure the health and wellbeing of our communities are supported by everyone.

Te Tuhinga Karahipi - Te Niwha Fellowship

Te Niwha Logic Model Best printed as an A3 for reading

MISSION: To ensure Aotearoa New Zealand has world-class research capability to support our preparedness for current and future infectious diseases challenges

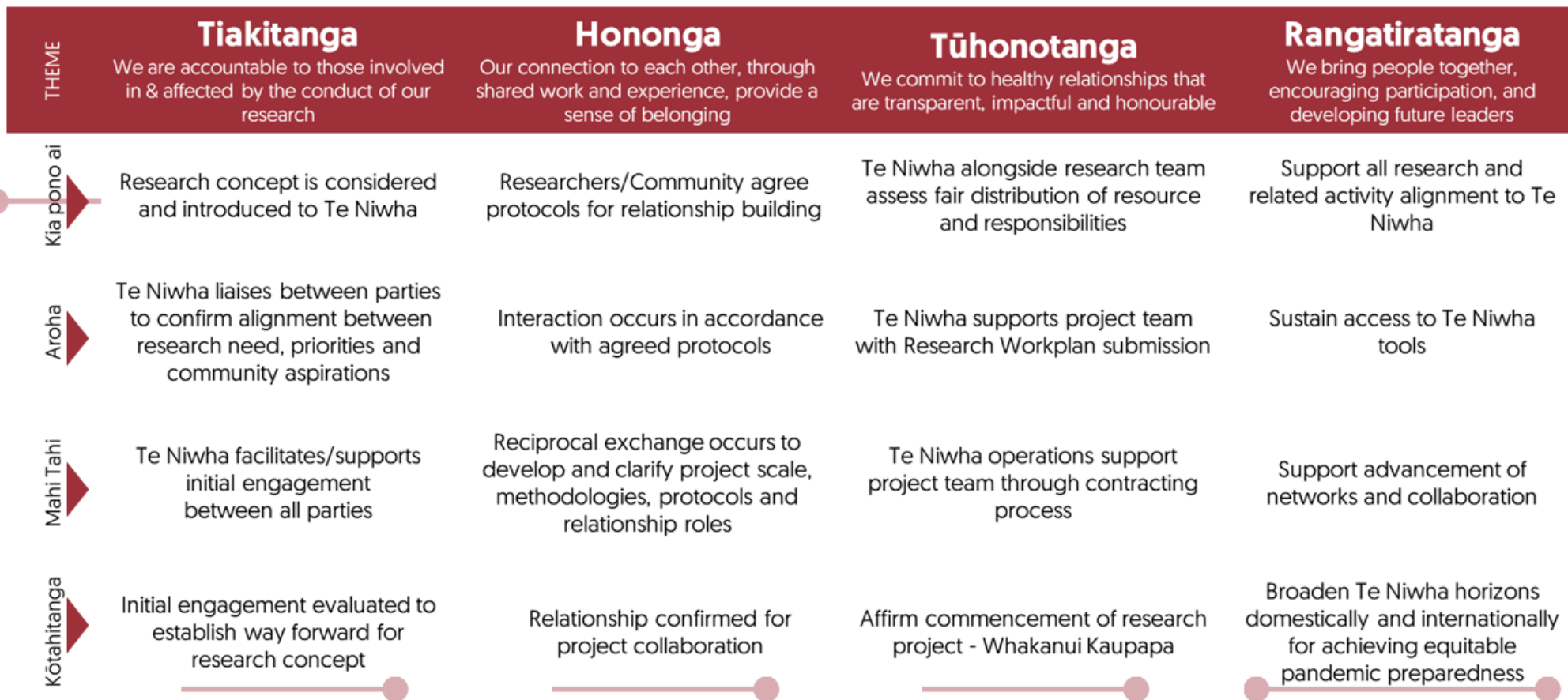


The Principles of Te Kawenata ō Te Niwha: Tiakitanga, Hononga, Tūhonotanga, Rangatiratanga underpin the research activities within Te Niwha

Kia Niwha Leader Fellowship

Te Niwha Research Priority Areas

Te Niwha Framework



The **Te Niwha Framework** describes how we navigate through Te Niwha starting at Tiakitanga.

- We start with **Tiakitanga - Accountability** in how we consider our research, those that must be involved and how we consider our conduct before commencing.
- **Hononga - Relationships** follow the process as we support to connect researchers and communities together with agreed protocols and design processes.
- Our **Tūhonotanga - Partnerships** are then formalised as we commit to implementing our project.
- **Rangatiratanga - Leadership** is an enduring step forward that calls on us all as research leaders in how we strengthen our world-class research capability, develop future leaders, maintain our relationships and honour our collaborative partnerships.

Kia Niwha Leader Fellowship

Te Niwha Mātauranga Excellence Domains

Whaingā Objective	Kia Tupu To Grow	Kia Hua To Prosper	Kia Pūawai To Flourish
Ahua Character	Tikanga/ Kawa Directed	Kaupapa Dissemination	Intergenerational Contributions
Tūtohu Indicators	<p>Tikanga and Kawa is privileged and appropriately applied according to mahi rangahau ā rohe, ā whenua me ngā tāngata.</p> <p>Documentation of tikanga and kawa dimensions as an ethics and methodological pathway in alignment with the Te Niwha Kawenata principles</p> <p>Appropriate mandates and support are sourced and enacted to ensure mahi rangahau (research projects).</p>	<p>The use of Kaupapa forums and mechanisms to disseminate findings and results of rangahau</p> <p>The attendance of relevant whānau, marae, hapū, iwi membership within such forums</p> <p>Kairangahau are able to recall and track the propagation of dissemination across relevant settings and tāngata.</p>	<p>Collective responsibility for rangahau that demonstrates an intergenerational approach.</p> <p>Outcomes from rangahau have direct, describable and tangible outcomes to whānau, marae, hapū and iwi relevant to ngā tāngata rangahau (research population).</p> <p>Mahi rangahau has rangatahi, pakeke and kaumātua guidance as is appropriate to the rangahau</p>

Ngā Hirahira Mātauranga o Te Niwha draws on the notions of Mana Motuhake and Mana Whakahaere to lift and recognise (within the lane of infectious diseases), Mātauranga Excellence. The initial call from early platform development engagement to reach beyond traditional measures for scientific success also supports this Excellence framework. Mātauranga Excellence is distributed across three domains of Te Ao Māori and is an acknowledgement to the purpose of the Vision Mātauranga Policy and Te Tiriti o Waitangi.

- **Kia Tupu:** goes beyond stating kaupapa Māori approaches but calls for a Tikanga and kawa approach that is drawn from the rohe of where the rangahau takes place.
- **Kia Hua:** enables and encourages dissemination within and through Māori forums where most appropriate to reach audiences
- **Kia Puawai:** encourages intergenerational roles and responsibilities to be attached to projects to draw on mātauranga and to encourage succession planning.

Fellowship Information



Kia Niwha Leader Fellowship Programme

Description	Detail
Number on offer	5 in total
Opening date:	29 Feb 2024
Closing date:	5 Apr 2024, 12 pm
Application Method	Electronic submission [e-mail] via institutional research office
Interview date [virtual]:	Short-listed candidates only, date and time TBC in week of 22 April 2024
Notification of outcome:	29 April 2024
Tenure:	12 months [1 June 2024 – 31 May 2025] at 0.5-0.8 FTE.
Programme:	<p>During their tenure the fellows will work on their individual research projects and leadership goals.</p> <p>To develop their leadership potential as well as to strengthen the links between the fellows, they will be attending four residential wānanga which will be in-person events for 2-3 days each in different locations around Aotearoa New Zealand, and a one month international placement which will be organised by Te Niwha.</p>
Value:	<p>Total fellowship value of \$185,000 per Fellow over 12 months: <u>Total up to \$165,000 salary support including overheads</u> Total up to \$20,000 operating costs</p> <p>Additionally, Te Niwha will cover the costs for the wānanga programme and the international placement.</p>

Application process

Prepare application [Applicant]

- Notify institutional research office of intent to apply
- Informally notify Te Niwha of intent to apply via teniwha@otago.ac.nz
- Contact references to supply letters of support
- Attend virtual information session for help with the application
- Fill in application forms and prepare appendices
- Sign and submit application to institutional research office



Submit application [Host institution research office]

- Check application for completeness
- E-mail completed application to teniwha@otago.ac.nz by 5 April 2024, 12 pm



Assessment of application [Te Niwha]

- Shortlisting by Te Niwha Director and Chief Science Advisor
- Review by panel
- Interview of candidate with panel [virtual]
- Funding decision



Notification of outcome [Te Niwha]

- Successful applicants are offered a fellowship
- Once confirmed, Te Niwha will sign a contract with the host institution

Te Hōtaka – Programme Details

With this call, Te Niwha is launching a fellowship programme focusing on concentrated leadership development for the five successful applicants. We have confidence in the technical skills developing in our early career researchers however, the ability to engage and operate as a research leader with fundamentals such as networks, cultural competence and strategic ability is required to take our network into a strong, unified and prepared future.

Each fellow will spend the 12 months of their tenure on developing and refining their leadership skills, as well as advancing their research programme and specialty. The Fellowship Completion Profile below intends to provide the applicants with an overview and ideas, and serve as inspiration for their work programme, in alignment to Te Niwha’s Charter.

The components of the fellowship are 1) an applicant-driven work programme (to be described in the application forms), 2) the leadership wānanga programme driven by Te Niwha (see below), and 3) the international placement organised by Te Niwha (see below).

Fellowship Completion Profile

Tiakitanga Integrity & Accountability Accountability to those involved in or affected by the conduct of our research	Hononga Established Relationships Establishing relationships & networks through shared work and experiences provides a sense of belonging.	Tūhonotanga Ability to Partner for Impact Commitment to healthy partnerships that are transparent, positively impactful and honourable.	Rangatiratanga Leadership Bringing people together, encouraging participation, and developing future leaders.
Research Excellence & Integrity Ethics, Tikanga & Kawa Methodology appropriateness Designing Research with Communities	Embedded understanding of the researcher role and relationships within the research ecosystem Comprehensive relationships with mana whenua and communities in recognition of their mana, interests, aspirations & priorities. Acknowledgement of diverse communities, expertise, and disciplines of research partners	Partner enabled leader that understands Tangata Tiriti & Tangata Whenua roles in research and its impact. Cultural confidence through appreciation and respect of diversity of thought and values Bi-directional learner Seeks to learn, understand, and appreciate the aspirations of all partners	Honest, transparent leadership that can discern contributions to research. Reflects on consequences of research and disseminates results to communities. Proactively ensures partnerships build capability and capacity in developing future research leaders. Leads and influences to ensure health and wellbeing of our communities are supported by everyone

Kia Niwha Leader Fellowship



Leadership Wānanga Programme

Kia Niwha Fellows will participate in quarterly 2–3-day residential wānanga held throughout Aotearoa. The wānanga will focus on the development of their leadership across the four Pou: Tiakitanga – Integrity & Excellence; Hononga – Relationships; Tūhonotanga – Partnerships & Rangatiratanga – Leadership.

 **Applicants need to commit to attending the leadership wānanga in person. All costs (catering & accommodation) including travel from your home city to each wānanga will be covered by Te Niwha.**

Each wānanga is designed to bring together a range of public health, biomedical and social science specialists, iwi, pacific peoples and mātanga mātauranga māori (experts) across each Leading Principle. This is an intensive facilitated programme.

Fellows will have the opportunity to collectively develop a small project to work on together using each their own skillsets to either solve a question, provide pathways forward in infectious diseases or delve deeper into a pressing challenge we face. The various speakers and facilitators will provide a range of tools for Fellows in the collective project and their own individual projects.

Fellows will be provided with opportunities to apply their learnings in leadership settings such as our advisory groups and theme consortiums. As events arise – Fellows will be invited to join both or either the Director and Chief Science Advisor for greater exposure to a broad range of leadership forums. We equally encourage Fellows to attend Te Ao Maaori and Pacific forums, talanoa, hui and gatherings with support from Te Niwha.

Overview on leadership wānanga:

YR	MONTH	TIAKITANGA	HONONGA	TŪHONOTANGA	RANGATIRATANGA
2024	JUN	<ul style="list-style-type: none"> Leadership Wānanga 			
	AUG		<ul style="list-style-type: none"> Leadership Wānanga 		
	NOV			<ul style="list-style-type: none"> Leadership Wānanga Te Niwha Summit 	
2025	FEB				<ul style="list-style-type: none"> International Attachment
	MAY				<ul style="list-style-type: none"> Final Leadership Wānanga

Kia Niwha Leader Fellowship



Photo Credit: Partners in Health Canada

International placement

Kia Niwha Fellows will undertake a month-long international visiting fellowship to develop their research questions, skills and core fundamentals. Te Niwha considers that the ability to draw upon the experience of Covid-19, counter infectious diseases threats and identify the early signals for pandemics in global settings is crucial to ensuring our world-class research capability.

Te Niwha want their fellows to experience an intensive and accelerated understanding to diagnostics, therapeutics, surveillance, prevention and indigenous knowledge, globally. For this to occur, Te Niwha must facilitate strong international relationships and partnerships that our Fellows are able to leverage.

The placement is scheduled to occur within the first quarter of 2025. Te Niwha will confirm attachment options by September 2023. Applicants need to commit to spending time overseas for the placement.

Costs covered for the placement will include:

- Visa fees and related costs
- Travel – including flights & transfers
- Accommodation stipend
- Subsistence stipend



Individual work programme

Each fellow is expected to work towards further developing their specialty and research programme. The fellowship supplies up to \$20,000 in operating expenses that can be used towards that goal. In the application forms Te Niwha are asking to describe your background as well as your work programme for the fellowship period. This section is your opportunity to let the panel know specifically why you want this fellowship and the difference it will make to you, your community, and infectious diseases research in Aotearoa New Zealand.

Please cover what you have done, what needs to be done and how you will achieve that: list concrete action points that you will work through during your fellowship. Identify where you might need support. Te Niwha want to genuinely understand what support you may need to achieve your aspirations.

Cover the following aspects in your work programme:

- **Research whakapapa** – describe your journey to where you are today and where you plan on taking your research. We want to support Mātauranga Excellence and therefore the rangahau you have conducted in the context of Te Ao Māori is considerable and will be considered accordingly.
- **Research work plan** – write about how you will advance your research programme, by describing one or several research objectives that you will be working on during the tenure (potentially already funded by other funding bodies) and how the \$20,000 operations expenses will support this research. Also describe grant applications you plan on preparing during the fellowship period. Use a timeline and milestones to tell us how you intend to progress through your fellowship.
- **Leadership plan.** The Kia Niwha Leader Fellowship will support ECRs to develop leadership across four specific areas aligned to the Te Niwha principles – as indicated in the Fellowship Completion profile in the guidelines. This will be the starting point for successful candidates to develop their individual plans further during the programme.
- **Mentoring:** describe what you are looking for in a mentor, who were/are mentors to you and you may want to propose a mentor for your fellowship. Te Niwha will help you identify a suitable mentor and provide for support for the mentor's time. A suitably qualified mentor will help prepare fellows with the skills and competencies needed to advance their careers in the RSI system. Mentors should be a suitable role model, with a clearly demonstrated record of publication in health research. The necessary time, interest, and enthusiasm is important.
- **Dissemination and Communication:** If successful, Te Niwha will support you to gain dissemination and presentation experience by ensuring that you present your progress on your project at our annual summit. Describe how else you will disseminate information about your research and your plans for publications.
- **Alignment to Te Tiriti, Te Niwha Mission, Charter and Pacific Peoples.** Included in this guidance document is the Te Niwha Kawenata/Charter. This Charter was developed with support and input across the sector. Te Niwha fellowships need to align to the guidance of the Charter, Te Tiriti and the Te Niwha Mission.

Kia Niwha Leader Fellowship

Kupu Tohutohu – Guidance

Eligibility

Te Niwha Fellowships are open to excellent early career researchers working on infectious diseases within a range of disciplines including biomedical, public health, social sciences, medicine, mātauranga, and Māori health. Applicants:

- must be **New Zealand citizens or permanent residents** and be associated with a New Zealand-based research institution/organisation that supports the fellowship.
- hold a PhD conferred between three to eight years prior to the year in which the fellowship is awarded. Primary caregiver responsibilities extend the eligibility period by two years by child. Eligibility may be extended for extended sickness leave or part-time employment and must be approved by the Te Niwha team.

Equity Considerations

Of the total number of fellowships, two will be dedicated to Māori and one dedicated to Pacific applicants, and a gender balance of 60% women 40% men to ensure equitable outcomes. We encourage Tāngata Whaikaha/Disabled Peoples to apply.

Application Process






Combine all finalised application documents as a single pdf file. The application needs to be submitted through the Host Institution's research office via e-mail to teniwha@otago.ac.nz. All correspondence for this application will be addressed to the applicant as well as the Host Institution's research office.

Selection Process and Criteria

Applications will be assessed based on the potential of the applicant, career and leadership aspirations, as well as on the quality of their research and application.

Applications will be short-listed by the Te Niwha Directorate. Applications of short-listed candidates will be assessed by a panel consisting of experts in infectious disease research and policy making. At their discretion, the chair of the panel may invite independent members to the panel to support assessment decisions. Short-listed candidates will be invited to a virtual interview with the panel.

Required Attachments

-  **To takoha ki Te Ao.** Fill in this section if you work under a kaupapa Māori framework.
-  **Budget.** List your FTE and associated costs as well as give an overview on how you plan on spending the operating costs. Make sure items are justified in the work programme .
-  Please use the New Zealand Standard **Curriculum Vitae** Template, fill in Part 1 and Part 2A.
-  Submit at least three **support letters**. Make sure at least one of the support letters comes from a previous or current mentor, and one from a community partner. This could be from community engagement outside your research area. Ask the authors of your support letters to cover at least one of the following areas: Tiakitanga – Accountability, Hononga – Relationships, Tūhonotanga – Partnerships, Rangatiratanga – Leadership. All four areas should be well covered across your support letters.
-  **Evidence of award of PhD:** submit an official transcript or letter of award of PhD from the awarding institution.

Application checklist

1. General information

- Applicant information
- Host institution details

2. Application details

- Title of work programme
- Proposed FTE
- Funding received
- Funding applied for
- Lay Summary

3. Declaration of submission

- Signed by applicant
- Signed by Head of Department
- Signed by host organisation

4. Work programme

- Research whakapapa
- Research work plan
- Leadership plan
- Mentoring
- Dissemination and Communication

5. Attachments

- To takoha ki Te Ao – *if applicable*
- Budget – 1 page max
- New Zealand Standard Curriculum Vitae Template, Part 1 and Part 2a.
- Support letters – minimum 3
- Evidence of award of PhD