



Māori Workforce Recruitment

Appendix 3: Invitation to Interview

Whānau / Family support Interview guidelines

Applicants who are shortlisted will be provided in writing of their right to bring whānau support. The role of the whānau is to both support the candidate during the process and, where appropriate, to promote their strengths and merits for the role. Tautoko is particularly important when candidates personal or Tikanga values may limit the self-promoting information they would otherwise provide at a formal interview i.e. the candidate may be reticent to speak too highly or confidently about themselves.

This initiative is aligned to our commitment to Te Tiriti o Waitangi **Article 4 Te Ritenga (right to beliefs and values)** in honoring the aspirations, beliefs, values and practices of Māori.

See below for a template letter for invitation.

Copy of Invitation Letter

Tēnā koe,

Thank you for your application for the above position and congratulations on being selected for an interview.

We welcome whānau tautoko to support your Interview. To ensure our facilities are suitable to accommodate whānau at the interview, could you please advise the Recruitment Centre of the number of whānau kaitautoko / supports that will or may be accompanying you to your interview.

The role of whānau kaitauoko is to;

- Provide whānau support
- Mihimihi
- Share stories that may bring out strengths and suitability to this role

“E kore te Kumara E korero tona reka”

The Kumara never speaks of its own sweetness

This well-known whakataukī can encourage modesty however it can also highlight the humbleness of Māori and our less self-promoting culture and highlight our more Community based sense of self. Whānau Tautoko is encouraged and is an opportunity for whānau to korero to your strengths and abilities in light of this role.

At the beginning of the interview, Panel will welcome you and bless the meeting/interview with a Karakia. Interviewers will also introduce themselves, their relationship to the role you are being interviewed for and why they have come.

Interviewers will also be taking notes during the interview, you are also welcome to take notes yourself if you wish.

Whānau kaitautoko will be given the opportunity to talk, if desired, to respond to any questions, ask any questions or share any thoughts concerns with the panel.

