Position title | The Diana Unwin Chair in Restorative Justice
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Primary work unit | School of Government, Wellington School of Business and Government
Responsible to | Head of School of Government
Responsible for | As delegated by Head of School
Position status | Full time (initial tenure 5 years; renewable)
Hours of work | 37.5 hours per week
Salary | TBC

Our vision | Victoria University of Wellington will be a world-leading capital city university and one of the great global-civic universities.

Our mission and purpose | Victoria University of Wellington’s mission is to undertake excellent research, teaching and public engagement in the service of local, national, regional and global communities. The Wellington School of Business and Government has a strategic/operational plan which is aligned to Victoria’s Strategic Plan.

Our values | Victoria University of Wellington’s core ethical values are respect, responsibility, fairness, integrity and empathy. These values are manifested in our commitment to civic engagement, sustainability, inclusivity, equity, diversity and openness. We prize intellectual rigour and independence, academic freedom, critical enquiry and excellence.

Our university
Victoria University of Wellington is New Zealand’s globally-minded capital city university, focused on engaging with Wellington, New Zealand and the Asia-Pacific region and connecting with the world. Victoria values the expertise of its professional staff in supporting and enabling teaching, research and engagement activities.

Victoria is a progressive university with ambitious strategic goals and a commitment to having a professional workforce that reflects the diversity of its community. Professional staff engage with academic staff, students, parents, Government, iwi, community groups and many other external stakeholders. All professional staff are expected to uphold the reputation of Victoria through the way they undertake their work.

Victoria is committed to the Treaty of Waitangi. “Mai i te iho ki te pae” is the Māori Strategic Outcomes Framework which is linked to Victoria’s Strategic Plan.

Mā te rautaki tātou e koke whakamua
(via the strategy we strive to move forward together)

For further information about Victoria go to [www.victoria.ac.nz](http://www.victoria.ac.nz) and [Welcome to Victoria](http://www.victoria.ac.nz).
Position Background:

The Diana Unwin Chair in Restorative Justice was established in 2013 through a funding partnership between the University, a philanthropic trust and seven public sector agencies. The inaugural holder of the Chair, Professor Chris Marshall, will relinquish the role in the middle of 2020, and the University is seeking a suitably experienced and accomplished scholar to replace him.

Since its inception, the Chair in Restorative Justice has established a strong reputation, both nationally and internationally, for high quality and innovative work in the restorative justice and restorative practices arena. The range and diversity of the Chair’s initiatives have grown substantially over the past six years and will continue to do so in the future.

It is anticipated the new appointee will be located within a national centre of excellence in restorative practices at Victoria University, to be launched in 2020.

The Chair is committed to using the Treaty of Waitangi to guide its obligations to Māori as tangata whenua and Treaty partners and to ensure an authentic partnership exists in the development of restorative and kaupapa Māori approaches to justice.

Position Purpose:

The Chair’s purpose is to research, articulate, theorise and promote restorative justice principles and practices to support the delivery of services that will seek to reduce social harm and promote social inclusion throughout New Zealand society.

To achieve this task, the Chair will provide overall leadership to the team of researchers, policy advisors, evaluators, practitioners, trainers, consultants and academic associates, comprising a centre of excellence in research and engagement. In fulfilling this leadership role, the Chair will:

- Develop theoretical perspectives and models that support and sustain innovative practitioners.
- Offer critical reflection on social change across all sectors of society.
- Facilitate cross-sector collaboration and interdisciplinary research.
- Build, interpret and communicate the evidence base for making policy and practice recommendations.
- Support and resource civil society advocacy for restorative change.
- Provide professional development and executive education programmes that tailor restorative theory and practice to the needs of specific constituencies.
- Participate in local, national and international networks and collaborations.

There will be an emphasis on the contribution that New Zealand experience and, in particular, the knowledge of its indigenous peoples, makes to the restorative field.

Education, experience and and knowledge required:

The Chair in Restorative Justice will have a strong academic record and be actively engaged with the restorative justice community, both locally and/or internationally.

The ideal candidate for this position will have the following qualifications:
- A PhD in a relevant discipline

- Demonstrated experience in academic research, teaching, and research supervision at the level of a senior academic of international standing.

- Proven ability to design, complete and publish research in peer reviewed quality academic publications.

- Experience in undergraduate and graduate teaching and in postgraduate supervision.

- Proven ability to engage with policymakers, academics and appropriate stakeholders in the wider community in New Zealand and/or internationally.

- Proven ability to communicate in the public arena on restorative justice theories, policies and practices, including with indigenous communities.

- Proven ability to work with funding agencies for securing research funds.

- Proven restorative leadership and strategic planning skills.

It is important the holder of the Chair has the ability to work collaboratively with colleagues, students, community practitioners and public sector partners. The Chair will be expected to engage openly and effectively with relevant public servants and to develop a good understanding of how the New Zealand political and policy environment functions.

**Key relationships, responsibilities and outcomes:**

The holder of the Chair will be solely responsible for his or her research methodology and the interpretation of his or her research findings. The Chair’s key relationships and principal work outcomes will include the following components:

(i) heading a wider team with an active interest in restorative justice research, with emphasis on the contribution of the research findings to policy making and to the professional development of restorative justice practitioners in the community;

(ii) leading, contributing or participating in collaborative work on research and public sector policy application of restorative justice theories, policies and practices, particularly with work involving sponsoring agencies;

(iii) co-ordinating and cooperating with other academics in New Zealand and overseas working on restorative justice issues;

(iv) providing leadership in terms of their own expertise in the area of restorative justice, but also in terms of facilitating a wider dialogue with associated research disciplines and public sector agencies;

(v) actively engaging and working with key stakeholders to contribute to the development of restorative justice policies and practices;

(vi) acting as a catalyst and facilitator to help generate more informed views on the part of the wider community to issues relating to restorative justice;

(vii) developing and sustaining relationships with the international restorative justice academic and practitioner community and draw on the insights and experience of other jurisdictions;
(viii) attracting and supervising PhD, Masters and other post-graduate students who undertake research on restorative justice issues and contribute to other teaching on restorative justice;

(ix) co-operating and communicating regularly with the Chair’s sponsors;

(x) forging relationships internationally with restorative justice centres, including the sponsorship of visiting fellowships and exchanges.

**Competencies**

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<th>Competency</th>
<th>Demonstrated by</th>
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<tr>
<td>Client focus</td>
<td>Understands and believes in the importance of client service; listens to and understands the needs of internal and external clients; displays professional, courteous and empathetic approach; considers equity and diversity issues in interactions; meets and exceeds client needs to ensure satisfaction</td>
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<td>Self-management</td>
<td>Effectively plans and organises work to achieve desired outcomes; proactive, remains focused, takes action to overcome obstacles and follows through to completion</td>
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<td>Integrity</td>
<td>Is fair, open, honest and consistent in behaviour and can be relied upon; is receptive to Māori, Pasifika and multicultural issues; generates confidence in others through professional and ethical behaviour</td>
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<td>Communication</td>
<td>Clearly and concisely communicate with a wide range of people in all situations, both orally and in writing; effectively listens; understands cultural differences in regards to communication</td>
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<td>Innovation</td>
<td>Questions the way things are done; encourages the discussion, free debate and generation of creative ideas and solutions; learns from past mistakes; generates new and creative ideas to improve the status quo</td>
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<td>Analysis and judgement</td>
<td>Identifies and analyses issues and problems, considers alternatives, makes sound decisions and commits to a course of action</td>
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<td>Relationship building</td>
<td>Builds and maintains positive and productive working relationships and networks; consults widely; is sensitive towards different peoples and cultures</td>
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<td>Teamwork</td>
<td>Works co-operatively, respects and is open with others in a team-setting in order to achieve results and team goals</td>
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<td>People management</td>
<td>Uses a variety of styles and methods to develop, motivate and empower others towards achieving their own and organisational goals</td>
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**Application process:**

Applicants are invited to submit a letter of interest, outlining their relevant experience and qualifications for the position, together with an up-to-date Curriculum Vitae and the names and contact details of three referees. Please send the documents by email attachment to: Tom.Noakes-Duncan@vuw.ac.nz

**Reference:** GOVT045

**Closing date:** 14 February, 2020