



Headquarters  
New Zealand Defence Force  
Defence House  
Private Bag 39997  
Wellington Mail Centre  
Lower Hutt 5045  
New Zealand

OIA-2023-4882

24 January 2024

[Redacted]

Dear [Redacted]

I refer to your email of 23 November 2023 requesting, under the Official Information Act 1982 (OIA) information regarding the use of te reo Māori by the Defence Employer Support Council (DESC). The Minister of Defence transferred your request to the New Zealand Defence Force (NZDF) as NZDF staff provide administrative support for the DESC. Your request specifically asked for *all information on:*

- *Any changes to policy on the use of te reo Māori in either internal or external communications since October 13 2023*
- *Any internal communications (including emails, texts, messages and memos) relating to the use of te reo Māori since October 13 2023*
- *Any advice received or prepared on the use of te reo Māori since October 13 2023*

With respect to the DESC, your request is declined in accordance with section 18(e) of the OIA as no information exists. With respect to the broader NZDF, there has been no change to policy on the use of te reo Māori since 13 October 2023.

Concerning internal NZDF communications and advice on the use of te reo Māori since 13 October 2023, enclosed are relevant emails. Where indicated, names and contact details are withheld to protect privacy in accordance with section 9(2)(a) of the OIA. The name of a member of the NZDF is also withheld in accordance with section 9(2)(g)(i) of the OIA to maintain the effective conduct of public affairs through the free and frank expression of opinion.

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website.

Yours sincerely

**AJ WOODS**  
Air Commodore  
Chief of Staff HQNZDF

**Enclosure:**

1. Emails

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**From:** King, Glenn, LTCOL  
**Sent:** Tuesday, 17 October 2023 9:53 a.m.  
**To:** MacBeth, Steven, LTCOL  
**Cc:** s. 9(2)(a); Brooking, Tony, MAJ  
**Subject:** RE: Use of te reo Māori in Army Capstone Documents  
**Attachments:** ATT63130.jpg

Kia ora Steve,

Thanks for engaging with our rangatira on this. To me it has to be necessary to have te reo Māori used correctly, so I would hope the pen is wielded quickly.

Guidance from Te Taura Whiri i te reo Māori/Māori Language Commission is as follows:

In English language texts, Te Taura Whiri i te Reo Māori recommends that the use of 's with Māori proper names be avoided, especially where it is be used to indicate belonging or association with places, tribes, entities etc. In most cases, if not all, there are a number of suitable alternative ways to express the idea. For example:

Kaikōura's mayor > the mayor of Kaikōura

Ngā mihi, Glenn

**LT COL Glenn King** (*ia/he/him*)  
(Ngāpuhi, Ngāti Whātua, Te Uri o Hau, Ngāti Pikiao)  
Kaitohutohu Matua Māori/Senior Advisor Māori  
Te Ope Kātua o Aotearoa/New Zealand Defence Force  
Level 6| Defence House |34 Bowen Street |Wellington 6011| NEW ZEALAND  
s. 9(2)(a)

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**From:** MacBeth, Steven, LTCOL  
**Sent:** Rāhina, 16 Whiringa-ā-nuku, 2023 2:08 p.m.  
**To:** King, Glenn, LTCOL s. 9(2)(a)  
**Cc:** s. 9(2)(a); Brooking, Tony, MAJ s. 9(2)(a)  
**Subject:** RE: Use of te reo Māori in Army Capstone Documents

Good Afternoon Glenn,

I reached out to s. 9(2)(a) for inclusion in our production meeting but she was unable to attend today. I have stated my concern on this and some other issues ( greater use of Te Reo) but require the pen. I will address with the Chain of Command to see what is within the art of the possible.

Kindest regards

Steve

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**From:** King, Glenn, LTCOL  
**Sent:** Monday, 16 October 2023 1:37 p.m.  
**To:** MacBeth, Steven, LTCOL s. 9(2)(a)  
**Cc:** s. 9(2)(a); Brooking, Tony, MAJ s. 9(2)(a)  
**Subject:** Use of te reo Māori in Army Capstone Documents

Kia ora e hoa,

I have just been reading Army Capstone Documents, specifically Part 1 - Army Command Statement, Ngāti Tūmatauenga's Unique Character.

I wish to draw attention to the title and the use of an apostrophe and s to show that we possess a unique character. You may know that S is not in the Māori alphabet.

On one hand you could say that the 's doesn't modify the word and that it is an English sentence, therefore the English grammatical construct is ok. On the other hand you could say we should respect the original form of te reo Māori words, where this sentence could be “The Unique Character of Ngāti Tūmatauenga”.

I don't think we have any policy on this. In lieu of this it might be good to have a discussion with s. 9(2)(a) and Tony.

He iti te kupu he nui the kōrero. Although this may seem small and somewhat insignificant, it can say a lot about us as an organisation.

Ngā mihi, Glenn

**LT COL Glenn King** (*ia/he/him*)  
(Ngāpuhi, Ngāti Whātua, Te Uri o Hau, Ngāti Pikiao)  
Kaitohutohu Matua Māori/Senior Advisor Māori  
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**From:** King, Glenn, LTCOL  
**Sent:** Tuesday, 17 October 2023 9:47 a.m.  
**To:** 'Te Tumatakuru O'Connell'  
**Subject:** RE: Pātai regarding kupu Māori in English sentences unclassified

Mōrena e hoa,

Ngā mihi.

Nā Glenn

LT COL Glenn King (*ia/he/him*)  
(Ngāpuhi, Ngāti Whātua, Te Uri o Hau, Ngāti Pikiao)  
Kaitohutohu Matua Māori/Senior Advisor Māori  
Te Ope Kātua o Aotearoa/New Zealand Defence Force  
Level 6| Defence House |34 Bowen Street |Wellington 6011| NEW ZEALAND  
s. 9(2)(a)

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**From:** Te Tumatakuru O'Connell [mailto:Te\_Tumatakuru@tetaurawhiri.govt.nz]  
**Sent:** Rātū, 17 Whiringa-ā-nuku, 2023 9:44 a.m.  
**To:** King, Glenn, LTCOL s. 9(2)(a)  
**Subject:** RE: Pātai regarding kupu Māori in English sentences unclassified

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Kia ora Glen

Pleased you asked this question. Please check out the orthographic conventions here

[https://assets.nationbuilder.com/tetaurawhiri/pages/27659/attachments/original/1644789635/Guidelines for Maori Language Orthography.pdf?1644789635&utm\\_source=Web\\_download&utm\\_medium=Website&utm\\_term=Resources&utm\\_content=M%C4%81ori Language Orthography&utm\\_campaign=Guidelines for Maori Language Orthography](https://assets.nationbuilder.com/tetaurawhiri/pages/27659/attachments/original/1644789635/Guidelines%20for%20Maori%20Language%20Orthography.pdf?1644789635&utm_source=Web_download&utm_medium=Website&utm_term=Resources&utm_content=M%C4%81ori%20Language%20Orthography&utm_campaign=Guidelines%20for%20Maori%20Language%20Orthography)

The specific relevant section is on the last page 26:

5. The use of the apostrophe followed by 's' (i.e. 's) with Māori names

5.1 To indicate possession or belonging In English language texts, Te Taura Whiri i te Reo Māori recommends that the use of 's with Māori proper names be avoided, especially where it is be used to indicate belonging or association with places, tribes, entities etc. In most cases, if not all, there are a number of suitable alternative ways to express the idea. For example: Kaikōura's mayor > the mayor of Kaikōura Ruapehu's most recent eruption – the most recent eruption of Ruapehu Te Tai Tokerau's preferred word for 'uaua' > the word preferred by Te Tai Tokerau for 'uaua' Ngāti Raukawa's word for toheroa > the word used by Ngāti Raukawa for toheroa Te Taura Whiri's orthographic conventions > the orthographic conventions set by Te Taura Whiri Te Rauparaha's famous haka > the famous haka composed by Te Rauparaha

5.2 As a contraction of 'is' and 'has' It is also recommended that attaching 's to Māori nouns and proper names, where this is a contraction of either is or has, be avoided. Rather, is or has should be written fully after such words. For example: Ngāti Toa's opening our new whareniui > Ngāti Toa is opening our new whareniui Rotorua's hosting the event in 2015 > Rotorua is hosting the event in 2015 Hine's three in September. > Hine is/turns three in September. Our kōhanga's closed down for the year > Our kōhanga has closed down for the year Koro's just baked a cake > Koro has just baked a cake

Hei konei  
Te Tumatakuru

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**From:** King, Glenn, LTCOL s. 9(2)(a)  
**Sent:** Tuesday, 17 October 2023 9:28 am  
**To:** Te Tumatakuru O'Connell <[Te\\_Tumatakuru@tetaurawhiri.govt.nz](mailto:Te_Tumatakuru@tetaurawhiri.govt.nz)>  
**Subject:** Pātai regarding kupu Māori in English sentences unclassified

Kia ora Te Tumatakuru,

I went to your website to see if there was any guidance on using kupu Māori in English sentences, and in doing so adding a 's to show a possessive. The example is Ngāti Tūmatauenga's unique character. To me it is wrong to do this, and should be The unique character of Ngāti Tūmatauenga. Another school of thought would say that the 's doesn't modify the word and that it is an English sentence, therefore the English grammatical construct is ok.

Any guidance appreciated.

Nāku iti nei, Glenn

**LT COL Glenn King** (*ia/he/him*)  
(Ngāpuhi, Ngāti Whātua, Te Uri o Hau, Ngāti Pīkiao)  
Kaitohutohu Matua Māori/Senior Advisor Māori  
Te Ope Kātua o Aotearoa/New Zealand Defence Force  
Level 6 | Defence House | 34 Bowen Street | Wellington 6011 | NEW ZEALAND  
s. 9(2)(a)

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**From:** s. 9(2)(a)  
**Sent:** Friday, 3 November 2023 8:46 a.m.  
**To:** King, Glenn, LTCOL  
**Subject:** RE: Translation / naming suggestions

Ki a ora Glenn,  
Thanks for the feedback.  
Ngā mihi nui,  
Kevin

**LTCOL Kevin Williams**  
NEA Capability Integration Lead - CAPBR, Capability Branch  
Te Ope Kātua o Aotearoa | New Zealand Defence Force

s. 9(2)(a)  
[www.nzdf.mil.nz](http://www.nzdf.mil.nz)



**From:** King, Glenn, LTCOL  
**Sent:** Friday, 3 November 2023 7:12 a.m.  
**To:** Williams, Kevin, LTCOL s. 9(2)(a)  
**Subject:** RE: Translation / naming suggestions

Kia ora Kevin,

At this stage I would recommend leaving it as NEA. It has its own whakapapa, its own story and therefore to re-brand it with a Māori name could miss the mark without serious consideration. By way of example DDG are going through a process at the moment and it takes time, collaboration and a team to make the change.

Nā Glenn

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**From:** Williams, Kevin, LTCOL s. 9(2)(a)  
**Date:** Wednesday, 01 Nov 2023 at 4:30 PM  
**To:** King, Glenn, LTCOL <[GLENN.KING@NZDF.mil.nz](mailto:GLENN.KING@NZDF.mil.nz)>  
**Subject:** RE: Translation / naming suggestions

Kia Ora,  
I was thinking that a Maori name would reflect the unique NZ nature of NEA - being a world first providing seamless networking from soldier all the way to HQJFNZ.

If you do not think that a Maori name is appropriate I will consider other options.

I acknowledge that Google translate is not ideal, but without any alternative that is where I start – hence the email to you for your advice.

Nāku na

**LTCOL Kevin Williams**

NEA Capability Integration Lead - CAPBR, Capability Branch

Te Ope Kātua o Aotearoa | New Zealand Defence Force

s. 9(2)(a)

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**From:** King, Glenn, LTCOL

**Sent:** Wednesday, 1 November 2023 4:03 p.m.

**To:** Williams, Kevin, LTCOL s. 9(2)(a)

**Subject:** RE: Translation / naming suggestions

Kia ora Kevin,

The first thing is knowing the why for affording a Māori name for this introduction of capability? Once this why is understood clearly, and Māori are involved, then a name will appear. It needs some substance behind it.

I recommend you do not use google translate.

Nāku noa, Glenn

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**From:** Williams, Kevin, LTCOL s. 9(2)(a)

**Date:** Wednesday, 01 Nov 2023 at 11:23 AM

**To:** King, Glenn, LTCOL s. 9(2)(a)

**Subject:** Translation / naming suggestions

Ata Marie Glenn,

I'm trying to come up with a name for the introduction of NEA capabilities to Army / OT&E. I was thinking of maybe using a name like 'communications warrior' which google told me is 'whakawhitiwhiti kaitoa'.

Can you please confirm if this is correct, and any other suggestions that you might have?

Nga mihi,

Kevin

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**From:** King, Glenn, LTCOL  
**Sent:** Thursday, 23 November 2023 10:54 a.m.  
**To:** s. 9(2)(g)(i)  
**Subject:** RE: ōku whakaaro

Kia ora e te tuahine,

E mihi ake ana au ki a koe mō ēnei whakaaro rangatira.

Mā te Māori ngā kaupapa Māori e whakatika.

Hei āpōpō, Glenn

**LT COL Glenn King** (*ia/he/him*)  
**(Ngāpuhi, Ngāti Whātua, Te Uri o Hau, Ngāti Pikiao)**  
Kaitohutohu Matua Māori/Senior Advisor Māori  
Te Ope Kātua o Aotearoa/New Zealand Defence Force  
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**From:** s. 9(2)(g)(i)  
**Sent:** Rāapa, 22 Whiringa-ā-rangi, 2023 8:15 p.m.  
**To:** King, Glenn, LTCOL s. 9(2)(a)  
**Subject:** ōku whakaaro

Tēnā koe e te tungāne,

Thanks again for the korero today. I thought I would note down my Whakaaoro whilst it is still fresh from reading the NZ P6A. Most of it we discussed today.

**Para 9051.** Obviously a typo as there are two 9051 para's.

The first para 9051 is perfect which states no service and/or civilian member of Ngāti Tūmatauenga will be compelled, directed, or pressured to undertake any duty within the cultural space if they believe they cannot perform it or have personal/ cultural reasons that prevent them from doing so.

The second para 9051 and 9067 implies that the transition from the formal to informal process is done by saying "Ko Watea" and hongī harirū is not completed until after the informal korero. It states that "The first phase (formal) is conducted in Te Reo Māori to maintain our Māori cultural practices". My whakaaro on this is that we need to apply the same principle of "maintaining Māori cultural practices" to the *hongī* as well. By placing the hongī *after* the 'informal phase' implies the hongī is an 'informal' practice in the pōwhiri process. We both know how important it is



to whakanoa so this should be done before we allow English or *wāhine* to speak. I don't believe the words "Ko wātea" are good enough to conclude a formal pōwhiri. If the concern is time then we can speed up the process with only the paepae doing the hongī/harirū straight after the Whaikōrero. This I believe will maintain the mana of the hongī and start the whakanoa process.

**Para 9066.** Maybe this needs a bit more mana to the definition of a hongī? So it's not just seen like a western tikanga such as a manners or good practice etc.

#### AIR/NAVY TIKANGA

Air and Navy hongī *before* transitioning to the informal phase which is when they allow other languages and Wāhine to speak. The hongī closes the 'formal phase' (ack the kai/inu is still to occur). The closing off of the formal pōwhiri will afford our wāhine (with relevant mana), and tāne (who do not speak Te Reo Māori), the opportunity to speak without compromising the integrity of the whaikōrero process *too much*. Although I think we are still be compromising the integrity of the paepae if Army allow us wāhine to sit on the paepae (whether we are speaking or not).

- Navy – Navy have seating for mana wāhine separate from the paepae. Although seating is not very clearly separated or noticeable, it can appear like Navy have wāhine are on their paepae.
- Air – Air seating on the paepae is only for those pers conducting *whaikōrero* (as opposed to a mihi or a pepeha or a speech). Wāhine wishing to speak will sit on the first row *behind* the paepae (or on the mahau if outside).

I think we agree that the paepae isn't the place to 'demonstrate Western values'. It is a very sacred to us and should be maintained to utmost integrity. I believe we can maintain our cultural integrity of the paepae and whaikōrero process whilst upholding our mana as Wāhine (or tāne leaders who are without te reo). We shouldn't compromise our culture for western culture. The paepae is not a dias for public speaking. There is very few of us that can stand tūturu to guard Māori cultural integrity.

**9061** – I think this wording should include kaiwaiata tautoko etc. I could elaborate but hard to explain kuia, or Māori advisors etc etc.

**9064.** – This para we discussed at length today. Essentially how do we ensure we meet the intent of this para in maintaining cultural traditions by ensuring that the personnel delivering the whaikōrero possess the necessary skills to uphold the mana of the iwi/hapū, roopu they are representing. Who makes this decision? What does necessary skills look like. Te reo Māori competency is not the only necessary skills. Which obviously leads onto how we further develop the skills and enable those that are currently studying Te Reo Māori/Matauranga Māori in their own time and what are the barriers.

Kia taurite te mahi I te Marae. We need to get the balance right. I hope the future doesn't see wāhine doing the Karanga, Whaikōrero and Waiata tautoko. No doubt we have some amazing wāhine around the rohe but we have our own roles and that isn't taking our tāne's roles.

I will work in with the plan we discussed and try and avoid getting bogged down with detail and explanations. Hopefully the CA will approve the establishment of a Māori advisory group that are Matatau and will take responsibility for maintaining the integrity of our culture and tikanga.

See you Friday

Ngā Mihi

s. 9(2)(g)(i)

Mission Command Training Centre  
New Zealand Army

s. 9(2)(a)

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**From:** King, Glenn, LTCOL  
**Sent:** Monday, 27 November 2023 1:14 p.m.  
**To:** s. 9(2)(a); Nikau, Kathleen, W/O  
**Subject:** RE: Use of Te Reo for DSSG Purpose and Job titles

Kia ora s. 9(2)(a)

I am guessing you want to create your own bilingual job list specific to DSSG? At this present time we do not have a formal NZDF repository for job titles. I have included a list from the Te Taura Wjri i Te Reo Māori/Māori Language Commission, and a draft list that I started for NZDF. I recommend you look at other organisations and see what they have, and if these are appropriate for your use. If you have a job title that requires a translation, then you will need to find a translator to do this. This will have to be sourced via Te Taura Whiri.

In relation to your purpose this will require a conversation. A better understanding of your cultural action plan would help.



Job-Titles-in-th...



Job titles in te reo  
Māori 23....

Ngā mihi, Glenn

**LT COL Glenn King** (*ia/he/him*)  
**(Ngāpuhi, Ngāti Whātua, Te Uri o Hau, Ngāti Pikiao)**  
Kaitohutohu Matua Māori/Senior Advisor Māori  
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s. 9(2)(a)

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**From:** s. 9(2)(a)  
**Sent:** Rāmere, 24 Whiringa-ā-rangi, 2023 12:43 p.m.  
**To:** King, Glenn, LTCOL s. 9(2)(a); Nikau, Kathleen, W/O s. 9(2)(a)  
**Subject:** Use of Te Reo for DSSG Purpose and Job titles

Good afternoon,

DSSG launched a new strategic direction in June 2023 and are currently nearing completion of an internal restructure with a planned go live date in February 2024.

Internally DSSG are continuing to develop a cultural action plan and staff have expressed a keen interest in embracing Te Reo as part of our journey.

Rather than wait DSSG are looking to lead the way and to begin we are hoping (if possible) to have translations for both our purpose and job titles for 'go live' in February 2024.

Are you able to assist with this or point me in the right direction of how I can achieve this.

Regards,

s. 9(2)(a)

Shared Svcs Relationship & Contract Exec, Defence Shared Services Group  
Te Ope Kātua o Aotearoa | New Zealand Defence Force

s. 9(2)(a)

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**Tumuaki/Tumu Whakarae/Kaihautū**  
State Services Commissioner

**Tumuaki/Tumu Whakarae/Kaihautū**  
Governor

**Kaitātari Kaute Mauta**  
Auditor General

**Tumuaki/Tumu Whakarae/Kaihautū**  
Solicitor General

**Tumuaki/Tumu Whakarae/Kaihautū**  
Director General

**Tumuaki/Tumu Whakarae/Kaihautū**  
Secretary

**Tumuaki/Tumu Whakarae/Kaihautū**  
Chief Executive

**Kaiwhakawā Matua**  
Chief Judge

**Tumuaki/Tumu Whakarae/Kaihautū**  
Government Chief Data Steward

**Kaitiaki Mana Tangata**  
Chief Ombudsman

**Tumuaki/Tumu Whakarae/Kaihautū**  
Commissioner

**Tumuaki Tuarua**  
Deputy Chief Executive

**Kōmihana ā-iwi**  
National Commissioner

**Kōmihana Tuarua**  
Deputy Commissioner

**Tumuaki Tuarua**  
Deputy Director General

**Āpiha Mātāmua Pūmanawa**  
Chief Talent Officer

**Āpiha Mātāmua Whakarite**  
Chief Regulatory Officer

**Kaititiro Mātāmua**  
Chief Inspector

**Kaiwhakamārama Mātāmua Tāke**  
Chief Tax Counsel

**Kaitohutohu Mātāmua ā-Ture**  
Chief Legal Advisor

**Āpiha Mātāmua ā-Tāngata**  
Chief People Officer

**Kaikaute Mātāmua**  
Chief Accountant

**Āpiha Mātāmua Pārongo**  
Chief Information Officer

**Āpiha Mātāmua Pūtea**  
Chief Financial Officer

**Āpiha Mātāmua Kōkiri**  
Chief Operations Officer

**Pou Whakahaere**  
Director

**Pou Whakahaere ā-Roopu**  
Group Manager

**Pou Whakahaere**  
General Manager

**Pou Whakahaere Waitara**  
Project Manager

**Pou Whakahaere ā-Tari**  
Office Manager

**Pou Whakahaere Matua**  
Senior Manager





**Pou Whakahaere**  
Manager

**Kaitohutohu Mātāmua**  
Chief Advisor

**Kaitohutohu Mātāmua**  
Principal Adviser

**Kaitohutohu Ārahi**  
Lead Adviser

**Kaitohutohu Matua**  
Senior Adviser

**Kaitohutohu**  
Adviser

**Kaitohutohu Paetahi**  
Graduate Adviser

**Kaitātari Mātāmua Kaupapahere**  
Principal Policy Analyst

**Kaitātari Matua Kaupapahere**  
Senior Policy Analyst

**Kaitātari Kaupapahere**  
Policy Analyst

**Kaitātari Paetahi Kaupapahere**  
Graduate Policy Analyst

**Kaiwhakahaere**  
Administator

**Kaiāwhina Mātāmua**  
Executive Personal Assistant

**Kaiāwhina**  
Personal Assistant

**Kaitoi**  
Technician

**Mātanga**  
Consultant

**Kaimahi**  
Clerk

**Kaiwhakamahi**  
Operator

**Āpiha**  
Officer

**Kaititiro**  
Inspector

**Kaitiaki Pukapuka**  
Librarian

**Kaingārahu**  
Counsellor

**Kaitātari pākihi**  
Business Analyst

**Kaitātari pūnaha**  
Systems Analyst

**Kaitātari**  
Analyst

**Kaiarotake**  
Auditor

**Kaitakawaenga**  
Liason

**Kaitohutohu ā-Ture**  
Solicitor

**Kaitiaki**  
Ranger

**Pouroki**  
Registrar

**Tauwhiro**  
Social Worker

**Kaiwhakahaere**  
Programmer





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**Kaitātai**  
Designer

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**Kaiwhakamahere**  
Planner

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**Kaiwhakarite**  
Negotiator

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**Kaitakawaenga**  
Mediator

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**Kaingārahu**  
Counselor

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**Kaiwhakatau**  
Arbitrator

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**Kaitiaki Pūtea**  
Accountant

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**Ratonga Rangatōpū**  
Corporate Services

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**Mahere Raraunga**  
Geographic Information System

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**Partnerships**  
Hononga



## Ngā tūranga mahi o te tari | Job titles in te reo Māori

<b>English</b>	<b>Te reo Māori</b>
Accountant	Kaikaute
Administration Assistant	Kaiāwhina Whakarite
Administration Officer	Āpiha Whakarite
Advisor	Kaitohutohu
Applications Support Analyst	Kaitatari Tautoko Tono
Assistant Instructor	Kaiāwhina Kaiako
Business Analyst	Kaitātari Pakihi
Business and Information Analyst	Kaitātari Pakihi me te Mōhiohio
Business Intelligence Analyst	Kaitātari Mōhiotanga Pakihi
Business Services Coordinator	Kairuruku Ratonga Pakihi
Regional Business Services Coordinator	Kairuruku Ratonga Pakihi Ā-Rohe
Business Services Manager	Kaiwhakahaere Ratonga Pakihi
Business Services Project Manager	Kaiwhakahaere Kaupapa Ratonga Pakihi
Business Support	Kaitautoko Pakihi
Canine Handler	Kaiwhāwhā Kūri
Casual Contract	Kaimahi Waimori
Change Analyst	Kaitātari Panoni
Chief Advisor	Kaitohutohu Matua
Chief Information and Technology Officer	Āpiha Matua:Mōhiohio me te Hangarau
Chief Executive	Tumu Whakarae



Chief of Defence Force	Te Tumu Whakarae mo Te Ope Kātua o Aotearoa
Chief of AirForce	Te Rangatira mo Te Tauarangi
Chief of Army	Te Rangatira mo Ngāti Tūmatauenga
Chief of Navy	Te Rangatira mo Te Taua Moana
Chief Defence Strategy Management	
Chief Financial Officer	Āpiha Tumu Ahumoni
Chief Joint Defence Services	
Chief People Officer	Āpiha Tumu mō ngā Tangata
Chief of Staff	Kairuruku Matua o ngā Kaimahi
Chief Advisor Public Affairs	Kaitohutohu Matua o ngā Take Tūmatanui
Coordinator	Kairuruku
Commander	Kaingārahu
Communications Advisor	Kaitohutohu Whakawhiti Kōrero
Complaints Advisor	Kaitohutohu ā-Nawe
Data Analyst	Kaitātari Raraunga
Desktop Engineer	Kaitautoko Rorohiko
Digital Advisor	Kaitohutohu Pūnaha Rorohiko
Dispatcher	Kaituku
Director	Kaihautū
Director Defence Recruiting	Kaihautū Whakahōia Tangata
Director Human Resources	Kaihautu Pūmanawa Tangata

Director Public Affairs	Kaihautū mo ngā Take Tūmatanui
Doctor	Tākuta
Executive Assistant (includes Senior)	Kaiāwhina Matua
Executive Manager	Kaiwhakahaere Matua
Engineer	Kaipūkaha
Finance Officer	Āpiha Pūtea
Fleet Manager	Kaiwhakahaere Kahupapa
Firefighter	Kaitīnei Ahi
Graphic Designer	Kaiwhakatauirā Whakanikoniko
HR Administrator	Kaiwhakarite Pūmanawa Tangata
HR Consultant	Mātanga Pūmanawa Tangata
HR Manager	Kaiwhakahaere Pūmanawa Tangata
HR Senior Advisor	Kaitohutohu Matua Pūmanawa Tangata
Information and Communication Technologies Consultant	Mātanga Hangarau Mōhiohio me te Whakawhiti Kōrero
Infrastructure Solutions Architect	Kaihoahoa Rongoā Pūmanawa Rorohiko
Inspector	Kaitirotiro
Leaning Designer	Kaihoahoa Akoranga
Legal Counsel	Rōia
Logistics Support	Tautoko Whakaritenga
Manager Business Solutions	Kaiwhakahaere Rongoā Pakihi

Manager Digital and Marketing	
Manager Ministerial and Corporate Services	Kaiwhakahaere Ratonga Ā-Minita me te Rangapū
Marketing Advisor	Kaitohutohu Whakatairanga
Military Advisor	Kaitohutohu Ngārahu
Military Assistant	Kaiāwhina Ngārahu
Ministerial Advisor	Kaitohutohu Ā-Minita
National Payroll Services Manager	Kaiwhakahaere Ratonga Utu Kaimahi Ā-Motu
Office of the CDF	Tari o Te Tumu Whakarae
Office Administrator	Kaiwhakarite Tari
Operations Manager	Kaiwhakahaere Mahi
Principle Advisor	Kaitohutohu Mātāmua
Procurement Specialist	Pūkenga Whiwhinga
Programme Manager	Kaiwhakahaere Tūhononga
Project Administrator	Kaiwhakarite Kaupapa
Project Coordinator	Kairuruku Kaupapa
Project Manager	Kaiwhakahaere Kaupapa
Property Manager	Kaiwhakahaere Whare
Receptionist	Kiripaepae
Recruitment Advisor	Kaitohutohu Kimi Tangata
Security Consultant	Mātanga Haumarutanga
Senior Advisor Change Management	Kaitohutohu Matua Whakahaere Panoni
Senior Policy Analyst	Kaitātari Kaupapa Here Matua
Senior Programme Manager	Kaiwhakahaere Hōtaka Matua

