

Careers in Heritage



HERITAGE NEW ZEALAND
POUHERE TAONGA



The role of Heritage New Zealand Pouhere Taonga

Our country's lead heritage organisation works under the Heritage New Zealand Pouhere Taonga Act 2014, with its purpose being the promotion of the identification, protection, preservation, and conservation of the historical and cultural heritage of New Zealand.

We are a Crown Entity and one of the heritage agencies funded and supported by the Ministry for Arts, Culture and Heritage. Eighty percent of our funding is from Government.

Heritage New Zealand Pouhere Taonga has statutory/legal functions particularly with regard to archaeological sites, the resource consent process, listing and advocacy.

We provide best practice heritage advice to the Crown, wider public, private landowners and local government, and work closely with councils in managing local heritage.

We are governed by a Board assisted by a Māori Heritage Council.



What are we looking for?

We are looking for experienced graduates with a passion for heritage and history. Some roles may require postgraduate qualifications. You need a good level of maturity and ability to work with all members of the community, as well as a genuine desire to help care for and promote Aotearoa New Zealand heritage.

Students are encouraged to gain experience through volunteering, internships, field schools, and taking part in research. This experience is invaluable when it comes to working in a permanent position at Heritage New Zealand Pouhere Taonga, or other similar agencies within the GLAM (Galleries, Libraries, Archives and Museums) sector, or in the private sector.

Curiosity and enjoyment count too! Working in heritage can be a lot of fun. If you can bring your passion to the role, you will constantly be learning and developing your skills.

Where can you find us?

Our national office is in Wellington and we have regional and area offices in Kerikeri, Auckland, Tauranga, Wellington, Christchurch and Dunedin.

We care for and manage 45 sites nationwide.

What's in this booklet?

We've put together some profiles of our people to give you an idea of the many and diverse roles in the organisation, and the equally varied pathways taken to careers in heritage.

COVER: Area Manager Central Region for Heritage New Zealand Pouhere Taonga, Karen Astwood leads a walking tour of Wellington's Modernist architecture. IMAGE: Mike Heydon
LEFT: Old Government Buildings, New Zealand's largest wooden building, lit up in a celebration of Christmas. ABOVE: Capturing moments of joy and magic at the Old Government Buildings Night Lights and Christmas Market. IMAGES: Stephen A'Court for Heritage New Zealand Pouhere Taonga.



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Who works with us?

We have approximately 150 permanent employees (and many seasonal and casual staff) in a range of roles that include:

- Archaeologists
- Māori heritage advisors
- Built heritage advisors
- Historians
- Lawyers
- Planners
- Conservation architects
- Collections conservators
- Communications, media and marketing specialists
- Finance graduates/experts
- Fundraising staff
- IT and database personnel
- Administrative personnel
- Records and information managers
- Property management staff with expertise in interpretation, tour guiding, visitor experience, merchandising, caring for historic buildings, volunteer management and tourism.

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Arielle Filippi Student Intern

Hands-on work experience with Heritage New Zealand Pouhere Taonga proved a great way for Arielle to see where her studies might take her in the future, and upskill her for completing her degree.

What course are you doing and how does it fit in with your role?

I am an undergraduate history student in my third year at the University of Otago. My history degree and my internship at Heritage New Zealand Pouhere Taonga have complimented each other well, as through my study in New Zealand history, I have been able to understand the wider context and significance that heritage-listed sites have to the local region. Working here has been invaluable in understanding how stories from history can be demonstrated to the public, and what intricacies are involved in work that handles historical narratives and materials.

Why did you want to work as an intern?

I was interested in interning here because I wanted experience in a workplace which was multifaceted, working closely alongside government agencies, archaeologists, tāngata whenua and organisations such as museums and archives. I also saw this as the perfect place to see how history is practised in the professional realm.

How was your experience working with us?

I greatly enjoyed my experience! I was well looked after, with plenty of helpful direction when I was lost or had questions. The work environment was very friendly and welcoming, and I got to know every person that I worked with. Through meetings with all the members of the team, I also formed a great impression of what their roles were, how they ended up in heritage, and how heritage functions more largely.

Through Heritage New Zealand Pouhere Taonga I was able to do a lot of visits to heritage sites where I could see first-hand how owners of heritage properties maintained and

valued sites. I also got to visit a number of organisations that Heritage New Zealand Pouhere Taonga works closely alongside, such as museums and archives, and discuss with industry professionals how their organisations interact, and how the different organisations function. All of these experiences were very insightful and valuable.

How has this experience helped you with your broader training or career?

I learnt a lot from my internship that I would not have been able to learn solely through my studies. Through my project of indexing old handwritten records, I learnt a number of technical skills that will be useful to me in the future. Working in the office, I was able to see first-hand how an organisation like Heritage New Zealand Pouhere Taonga functions, and how the wider industry of conservation interweaves, which you can't learn just through your studies.

In meetings with different staff members, I received a lot of extremely useful advice regarding how best to enter the industry, as well as the large variety of roles that exist throughout the organisation, and ones like it. In visits to heritage sites, I saw the complexity of how heritage works at ground level, and in which ways the industry must interact and collaborate with the public. I also learnt how legislation and tāngata whenua relationships work in regards to heritage. All of these things will be important assets to me no matter which role I end up in in the future.

Is there anything else you would like to add?

I had a very insightful and enjoyable experience here and would thoroughly recommend it to other students or people interested in the field.

“I saw HNZPT as the perfect place to see how history is practised in the professional realm.”

Kiri Sharpe

Senior Archaeologist

Archaeologist Kiri Sharpe had her interest in archaeology piqued during her Dunedin high school years and confirmed as a career choice during a gap year between degrees at Otago University.

What got you interested in archaeology?

I remember reading Jean Auel's *Earth's Children* series when I was in high school and thinking 'I want to live back in those times, to collect my own food and have a connection with the land'. They were complete fiction but written by someone that did a lot of research on the archaeological findings of Palaeolithic society in Europe. It inspired me to think about what living in the past would have been like. It wasn't until attending Otago University, where I took a few anthropology papers, that I realised that I just love this and want to make a career out of it. I got a BA (Honours) and an MA (with Distinction), majoring in anthropology.

What was your thesis study on?

I spent about a year spending my weekends driving north of Dunedin to a very remote spot called Omimi, excavating a site that was falling into the sea on this huge cliff face. It was a remarkable site, rich with artefacts, moa bones, food remains and structural features. I did my thesis on the faunal analysis, looking at all the animal bone and shell remains. This work added to what was already known about the site, helping to form a picture of what life was like for the people who lived there.

What does your work entail?

My office-based job is as a support person for the Manager Archaeology, and the rest of the archaeology team, supporting them through the legislative process and helping make it run smoothly. We do have opportunities for professional development and, when I can, I use that time to

go into the field, even if it's just a few days a year. It reminds me why I do what I do and it reignites that passion.

How important is archaeology in Aotearoa New Zealand?

Archaeology is quite a delicate, finite resource. Once it's gone, it's gone forever. It's not just the materials – the artefacts and the layers – that are being destroyed; it's the understanding of the stories of the people we are losing by not recording it. Through our process an archaeologist is on-site to excavate and record the archaeological sites and to therefore make sure this information is not lost.

Tell us about your five-week trip to Nara, Japan.

For five weeks, once a year, 16 people come to Nara from 16 different countries in the Asia-Pacific region to learn about cultural heritage protection. It is a programme run by the Agency for Cultural Affairs (Japan), ICCROM (International Centre for the Study of the Preservation and Restoration of Cultural Property) and also ACCU (Asia-Pacific Cultural Centre for UNESCO) Nara among others.

Nara was the capital of Japan in the 8th century and it has retained much of its ancient temples, sites and buildings. We attended lectures, participated in hands-on practical training, and visited archaeological sites, buildings, gardens and museums. A highlight for me, apart from the food of course, was seeing the enthusiasm the public have for their heritage and to what lengths they go to preserve and participate in it. Going to Japan has really opened my



eyes to the importance of involving the local community in heritage activities.

How does New Zealand compare globally in protecting heritage?

We are very lucky to have good legislation (the Heritage New Zealand Pouhere Taonga Act 2014) and a good system in place to enact that legislation. Some countries have nothing in that regard, so that was an eye opener.

“Through our process an archaeologist is on-site to record our history and to therefore make it available for everyone.”



“Heritage...
can spark new
ideas.”

Jess Armstrong

Property Lead

Jess Armstrong wears two hats as Property Lead for both Hayes Engineering Works and Homestead, and Ophir Post Office. Her job involves many things – from budgeting to barrista work to tour guiding.

Tell me about your role, and what your association with Hayes has been.

I originally started working at Hayes as a Visitor Host in 2015, shortly after moving to the area to be closer to my partner, now husband, who works on his Century family farm. I was born in Wellington and spent a lot of my childhood in the city’s museums and have a great love of history, so clearly I was destined to end up in the cultural sector. My first job out of university was as the Tourism and Venues Manager at Otago Museum, and I learnt so much there that I bring to this role.

What do you like about the job and the property?

I love the diversity. One minute you can be working on budgets, next you’re learning all about the care of mudbricks, then you may have to make a barista coffee in the café and next thing you know, you’re giving a guided tour to a group of school children. The most satisfying thing though, is talking to the people who visit. Many have a connection to the place or the tools themselves and come out with the most interesting Hayes family stories. Others are just so overwhelmed that they didn’t know about this significant part of New Zealand history. I love sharing the Hayes stories with them all. There’s really a story for everyone: Ernest the great inventor; Hannah the pioneering saleswoman; the still-working early 1900s workshop; and the beautifully restored 1920s homestead.

Do you have a particular favourite object at Hayes?

My favourite item is the Lightning Poisoned Pollard Cutter. It looks like it was made to cut fettucine, and essentially did

that with poisoned dough that was then used to cull rabbits. It’s a simple tool, but the key thought behind it was its time-saving properties. This was also Ernest’s first invention; it didn’t get enough traction in sales and was the reason behind Hannah taking to the bike for three long months as, potentially, New Zealand’s first travelling saleswoman. And it was these sales that led to the Hayes establishing the engineering works.

And the café is quite popular in the area too?

Don’t be surprised to see plenty of lycra when you visit – our café is a very popular stop for riders on the Otago Central Rail Trail, providing a hearty meal and barista coffee worthy of any big city establishment. We’re also frequently a stop for motoring groups who have a sense of connection to the engineering of yesteryear. We are also fortunate to welcome many locals, including some prominent New Zealanders – poet Brian Turner is one of our best customers!

What does heritage, and its importance, mean to you?

Learning about heritage is so important. The old adage, those who forget history are destined to repeat it, is so true. Looking at the past, and looking at how things were done, why things were done, and why we’ve changed is important so that we as humans grow and improve and become better as people.

There’s also opportunity, when looking and learning about heritage, in that it can spark new ideas. For example, applying old technology to new problems; I’ve heard of many a wire strainer becoming a 4WD staple – it’s the perfect winning tool!

Mita Harris

Director Kaiwhakahaere Tautiaki Wāhi

Based in Kerikeri, Mita oversees pouārahi around the country who work to promote and realise Te Ao Māori in all things heritage.

How did you come to work for us?

Seventeen years ago I received a call from a whanaunga (relative) of mine asking me to help with a horse trek from Waimate North to Māngungu, representing the trail Te Tiriti o Waitangi took in 1840. At that time I was working for the Department of Conservation. I had to think about how this fitted with my role; though needless to say I did it. A position came up at Heritage New Zealand Pouhere Taonga in 2010 as Property Lead at Te Waimate Mission, and the rest is history.

What are your family links to Northland?

I've lived and worked here almost all my life. I'm from a little place called Hutoia in the Waihou Valley – blink and you've missed it. Both Mum and Dad are from the Waihou area – their respective hapū are neighbours but marriage between the two hapū is very rare (Ngāti Toro/Ngāti Hao). My links are mainly Ngāpuhi.

What does heritage mean to you?

Heritage in this world is everything. It's where you've come from, and what a path in life looks like for everyone. We are blessed to have landscapes that have meaning and evolution in their own right. Some things, like taonga, are still with us and tell a story of the past and how far we have come since then – but also where we could end up in the development of this country, and the world.

How did working as a Property Lead at Te Waimate Mission shape your view of heritage?

I've always respected heritage, be it Māori or non-Māori. I enjoyed being with the old collections in the whare, looking

at the images people drew in their time, and reading daily notes of the relationships they had and how these evolved into what we have today.

What makes the places we care for so important?

They reflect the growth of the people of this land. They are the last places that have survived development and changes over time. We need them more now than ever as reminders, so it is extremely important that we share these places and stories, and maintain them for future generations.

What is your vision for your role?

Tairangahia a tua whakarere, Tātakihia ngā reanga o āmuri ake nei ... Honouring the past; inspiring the future. I am ambitious. I want sustainable relationships and the Government's goals at front of mind – well-being, families, growth in our economy, pride, respect and faith in one another.

I want our Māori Heritage Council's vision for Māori heritage, *Tapuwae*, to be the document that leads us and our thinking when we ask, "why are we doing this?" In short, serve the people.

What have been some of your most memorable experiences?

Working with people who have the same passion and drive. The Māngungu Tiriti o Waitangi commemorations, for example, always seem to take us to another place in time. Another has been fully embracing the changes that have been



made at Heritage New Zealand Pouhere Taonga and making them work for us and the people we serve.

What are some of the opportunities for celebrating, recognising and protecting Māori heritage?

I think it's important to know your communities well enough through engagement, and to then express our services and support through those events, or whatever the collaboration might be. Working on adding significant places to the New Zealand Heritage List/Rārangi Kōrero

and processing archaeological authorities, trying new things out with authority processing to see how we could make things more effective, are other opportunities we have been working on.

“It's where you've come from, and what a path in life looks like for everyone.”



“The passion of HNZPT to connect heritage with people through historical architecture and stories is what attracted me to volunteer for this organisation.”

Lakhan Kukreja

Student Volunteer

Volunteering is a great way to gain inside knowledge of a field, as well as have some fun, says Lakhan Kukreja.

Why do you think heritage is important?

Heritage is important because it shapes the way we think and keeps us connected to our beliefs and family roots. In a nutshell it provides us with a sense of belonging. Conservation of heritage is highly needed as it sheds light on perspectives, culture, identities, beliefs, understanding and it eventually promotes harmony.

How has volunteering helped you career wise?

I am currently working as visitor host for the Waikato Museum and love to work for heritage and cultural advancements. Volunteering at Heritage New Zealand Pouhere Taonga gave me a deeper understanding of how heritage organisations are working for the community. It improved my CV and was a plus for getting a job in the heritage field.

How was your experience volunteering?

Volunteering was quite fun and a great learning experience. I got the chance to gain knowledge about an event I had never even heard of before. The staff were quite friendly and welcoming. I loved interacting with staff, hearing their views on heritage and how they love working for the community. All in all, a fantastic experience.

What motivated you to volunteer?

The chance of learning about the working of organisations in the field that I am interested in is mainly what motivated

me to volunteer. Volunteering gave a professional and practical view of how things actually work in the real world.

What do you get out of volunteering?

Volunteering generally provides us with practical views on the industry that we wish to work in. It gives us the opportunity to work from within the industry and learn more in-depth about it. We get a chance to connect with people from the industry who share our passions.

Why did you volunteer with us – as opposed to other places?

I am a heritage and tourism enthusiast who loves to learn about different applications of heritage, and who wishes to work for its advancement in the community. Heritage New Zealand Pouhere Taonga works towards the conservation of heritage for the people and conveys its value to them. The passion of Heritage New Zealand Pouhere Taonga to connect heritage with people through historical architecture and stories is what attracted me to volunteer for this organisation.

Is there anything else you would like to add?

I'm looking forward to seeing many more historical stories that you unearth and experiencing the different entertaining events you organise!

Ambrosia Crum

Māori Built Heritage Advisor

In caring for Māori Built Heritage, Ambrosia Crum encounters a huge variety of work, and is able to connect with many communities as she supports them in realising their aspirations for their taonga.

What does your role as Pouārahi Māori Built Heritage Advisor involve on a daily basis?

My role at its core is to provide advice and guidance to Māori communities in the care and preservation of their buildings. For the most part, these are structures found on marae like whareniui, pātaka and waharoa, but can also include Māori churches, native schoolhouses, and other built forms like carved memorials, flagpoles and grave markers. A huge part of this mahi is also caring for associated ngā toi arts such as whakairo, tukutuku and kōwhaiwhai.

To describe what I do day-to-day is quite difficult – simply because it can vary so much. From travelling to meet with whānau, to writing conservation assessments, to project planning, to helping with funding applications, to sitting at my desk in Queen St, Auckland, to harvesting natural resources from the swamp or bush of inland Bay of Plenty. That's part of why I love it, it's always changing, always interesting.

How did you come to work at Heritage New Zealand Pouhere Taonga?

It was a chance meeting on the Whanganui River in 2014. I had been freelancing as an architectural designer after finishing my Masters degree about a year-and-a-half prior. I

tagged along on this trip with my then boss and a group of architecture students from Unitec. The wider project was to support the revitalisation of a village on the west bank of the river. Built in the 1870s, the whareniui is particularly unique for having retained its earth floor. The work on the whareniui was especially eye-opening as my creative experience to date had been centred on contemporary design. And so, my introduction to this mahi was a profound moment for me. I stayed in touch until the opportunity came for me to join Te Tira around a year later. I have loved working in this role ever since.

Why does built heritage matter to you, and where do buildings fit into the big picture of heritage?

Heritage is vital to an understanding of who we are and where we come from at a most basic level. For Māori communities, the marae is a place to share collective knowledge, skill and tradition, and to also consider opportunities for the future. In this domain there is a deep connection between people, place and building. Whareniui facilitate this coming together, as a place to practice local traditions of tikanga, kōrero and arts. Traditions associated with building practice and technique are also recorded in the fabric of these buildings. I am very lucky to be invited into these places to advise about their care.

“Heritage is vital to an understanding of who we are and where we come from at a most basic level.”



IMAGE: Marcel Tromp

What is the most challenging aspect of your job?

It's been a huge learning process for me in this role. In many, many ways. For example, I didn't grow up speaking te reo Māori (and I still don't). For me this is a big challenge because it is such a significant part of the work that I do. It can be difficult and at times confronting, but I am working on it. On a personal level it is quite special that my work is also supporting this process of revitalisation for me. I am very lucky to work in a role that enables growth in this way.

What does the future have in store for you and your role?

My role is really centred on Māori communities. So we go where the need is. Regardless of what this might look like, I will continue to support them in realising their aspirations for their taonga; to work with them to care for their places.



“My job has expanded my thinking about what a heritage place is and how important it is that a national heritage list represents diverse histories and cultures.”

Kerryn Pollock

Senior Heritage Assessment Advisor

The complex and fascinating stories of the past come alive in the landscapes, structures, buildings and objects Kerryn Pollock works with on a daily basis.

How did you come to work here?

I started out as a historical researcher for Waitangi Tribunal hearings at the Crown Law Office, which was a great immersive training ground in primary research. I spent seven years with the Ministry of Culture and Heritage as a writer for Te Ara, the Encyclopedia of New Zealand and a couple of years at Bridget Williams books before joining Heritage New Zealand Pouhere Taonga.

What does your job involve?

Heritage Assessment Advisors look after the New Zealand Heritage List/Rārangi Kōrero, which is the list of Aotearoa New Zealand's significant heritage places. We do the research, writing and assessment of places proposed for listing and shepherd them through the process, write information upgrades for places already listed and make sure the technical information is correct and answer public enquiries. Our work involves a lot of public consultation.

What kind of training do you need?

A degree in history, museums and heritage studies, archaeology or architecture is ideal because primary research, rigorous assessment and interpretation of secondary sources and the ability to write clearly and concisely are important. Good knowledge of Aotearoa New Zealand history and historiography is crucial.

What does heritage mean to you?

To me, heritage is the physical manifestation of human history and culture. Landscapes, buildings, structures and

objects are infused with the stories of our past in all their complexity. Heritage evolves with our present day concerns and questions.

How has your job shaped your view of heritage?

My job has expanded my thinking about what a heritage place is and how important it is that a national heritage list represents diverse histories and cultures. One of the interesting things about a heritage list is that it reflects the power structures and preoccupations of society. It is vital that we as heritage advisors do all we can to enhance its diversity so it better reflects the full gamut of human experience in this country.

What have been some of your most memorable experiences working here?

I have worked on several really interesting heritage places, ranging from the Church of the Immaculate Conception in Hawke's Bay, a 19th century Māori Catholic church, Meretoto/Ship Cove in Tōtaranui, one of the 18th century contact sites between Māori and Pākehā, and the Athfield Architects-designed postmodernist Wellington Central Library.

Recently, I started working on the Rainbow List Project, which aims to both update current listings to include queer histories and establish new heritage LGBTTFQI+ listings.

An unexpected memorable experience was being a model for our heritage wallpaper umbrellas!

Jamie Jacobs

Director Central Region

Our Director Central Region, Jamie Jacobs, has a wealth of history and heritage knowledge.

Where did your interest in heritage come from?

My parents were both educators with a keen interest in history and heritage, and they passed this interest on to me. I majored in history and the history of art and architecture at the University of Pittsburgh as an undergraduate and completed a Masters in Architectural History in the architecture school at the University of Virginia (UVA).

I earned a doctorate in American Studies at George Washington University in Washington, DC, which is a multidisciplinary programme of study. I sat for exams in architectural history, urban history, historic preservation, and material culture, and wrote my dissertation on suburban house design and changes in the building industry in the US between 1945-1970. I subsequently turned this research into a book titled *Detached America: Building Houses in Postwar Suburbia* (2015).

How did you come to work here?

I arrived in New Zealand in December 2015 with my Kiwi husband and began contracting with the Central Region in mid-2016, at first working in listing, but soon also in advocacy, providing architectural advice.

I was drawn to the organisation initially because the work was very similar to the cultural resource programmes within the US National Park Service (NPS) where I was employed for 15 years. Looking more broadly, I find work in the public service extremely rewarding and the mission, purpose, and activities of Heritage New Zealand Pouhere Taonga are things about which I am passionate.

The Central Region team was hugely welcoming to me and full of dedicated heritage professionals – I quickly felt very much at home.

So what does your position entail?

With the support of three capable managers, I oversee the work of the Central Region, which extends from Hawke's Bay across to Taranaki south to Tasman, Nelson, and Marlborough across Cook Strait. The role oversees the operational functions of the organisation: archaeology, listing, statutory advocacy (architectural advice and planning), and the management of properties, all of which also involve outreach and consideration of Māori heritage.

What do you enjoy most about your work?

Outreach and consultation – as I like connecting with people. Each heritage case also has its own peculiarities and it's great to cooperate with members of the Central team and our other staff, internally, and beyond the organisation with iwi, councils, and other stakeholders to find the best possible heritage outcomes for specific places and situations.

What are some of the challenges you think heritage is facing?

The most obvious is seismic risk. There is the risk of a major earthquake of course, but heritage is also deeply threatened by our responses to this risk, including practical things like the expense of strengthening and deadlines for completing work as well as a belief held by many that older buildings are somehow inherently



dangerous. Heritage New Zealand Pouhere Taonga advocates for these places and strengthens external relationships by providing financial and/or advisory assistance through our Incentive Fund, through proposal reviews for local and regional funds and project-specific advice we provide to owners, architects, and builders.

I think another formidable challenge is an ingrained outlook that tends to give greater weight to the right of an owner to change their property even when these activities endanger our understanding of other values associated with it.

Why should people care about heritage?

Understanding the past is essential to understanding the present and planning for the future. Heritage helps to shape identity. Its recognition and preservation not only assures that it will be around for later generations, but is also a fascinating record of what a society values over time.

“Heritage helps to shape identity.”



Atareiria Heihei Senior Pouārahi

Atareiria Heihei is part of our Maori Heritage Team and is based in Kerikeri. She talks about life as a pouārahi covering the Northland region.

**Have you lived in Northland all your life?
What do you like most about the area?**

Yes, I was born at Mokau Beach, a little place just north of Whangarei. I love the beaches, the forests and the people. I am Ngāpuhi, Te Rarawa and Ngāti Wai – so of course the north is the centre of the universe to me.

What does heritage mean to you?

I've been here for 20 years and I enjoy it because I've always had an interest in history, our stories and people. Heritage means a variety of things in my job. It is the story of the lives of the people who have come before us. Sometimes these stories change the world on a large and important scale, and sometimes these stories have a direct impact on everyday people and everyday lives. In a personal sense it connects me and my family to our tūpuna.

Why is Māori heritage so important?

Māori heritage defines the indigenous people of this country, their lives and culture. We still face struggles today but the work our Māori Heritage Team does around the country helps not only retain those stories but bring them to life for everyone to appreciate, understand and enjoy. I'm really proud of my Māori heritage and believe this is the point of difference that New Zealand has to any other country in the world.

What are some of the particular rewards working in the field of Maori heritage?

It's really knowing that I – and the Tira – have done a job well; that we have empowered our own people to have an

interest in and look after ngā taonga tuku iho (the gifts handed down) for many generations to come. I hope that my grandchildren and future generations will also share and understand these taonga.

What are some of the challenges working as a pouārahi in Northland?

There are a variety of challenges. Some of these occur through policies and protocols and also the resources we have to do the job. Other challenges can be through a misunderstanding or misinformation about Māori heritage and Māori in particular. Sometimes it can be challenging to work within Te Ao Māori itself with all the same issues but in a slightly different context. I still find it rewarding nonetheless.

What inspires you about your role?

I am passionate about my own heritage. I believe that all things that pertain to Māori heritage are important. I am extremely proud and inspired by my tūpuna who travelled across the oceans to arrive and settle this vast, wild and varied new land called Aotearoa.

It is very important to all New Zealanders, not just Māori, to learn this history as this is the history of this beautiful country that is their home. It is not a tale from anywhere else but here. If you are proud to be a New Zealander, and proud of your home, then embrace it. Māori history and culture is your story too.

“Heritage means a variety of things in my job. It is the story of the lives of the people who have come before us.”

Rosemary Baird

Outreach Advisor

Writing articles, running events, putting together podcasts, working on community art projects – it’s all in a day’s work for Outreach Advisor, Rosemary Baird.

What was your background before joining us?

I studied for a long time! I’ve got a BA (Hons) and MA from the University of Canterbury. After I graduated with my History PhD in 2012, I ended up doing a lot of interviewing contracts for research projects connected to the Canterbury quakes. A highlight was doing ten life history interviews with elderly Christchurch residents for the *Remembering Christchurch* book with the Ministry for Culture and Heritage.

Tell us about your role – what does it entail?

I have the best job in the world! I promote heritage and heritage stories however I can: writing magazine articles and press releases, putting on events, stalls at A&P Shows, interpretation signage and podcasts. I love that I am given lots of support and agency to pursue projects I’m passionate about.

You have a PhD in oral history – what it is about this particular aspect of history that interests you?

From the moment I first read an oral history book on Native Schools during my Honours year, I was hooked. I love the way oral history connects you to ordinary people in the past. For my PhD on New Zealand migrants to Australia I went the full oral history route. I loved the whole interview process, the sharing of memories and the process of listening and discerning the right questions to ask. I have never done the perfect interview. There is always something to improve on.

Why is oral history so important to capture?

It’s so human – full of humour and fascinating facts about the everyday life of normal people who otherwise might

not have the chance to record their experiences for the historical record. In terms of heritage, it is a way to capture how people use a space; the intangible record of the ‘life’ of a place. From an academic perspective, oral history is also a fascinating study of how people create narratives to give meaning to their lives in retrospect. Memory is flawed, but very psychologically revealing.

How has academic study helped you in your mahi?

Studying history gave me the ability to research and to read, synthesise and analyse historic sources. I don’t do a huge amount of academic research in my work, so I’d say even more important is the fact my study gave me a passion and curiosity about the past. I also found that doing a PhD required me to be organised and self-directed, which is helpful for my current job. Oral history was also a great training ground because it gave me experience talking to many different people.

What are some of the projects that you have worked on that you are particularly proud of?

Most recently I released an archaeology podcast called *Aotearoa Unearthed*. This was a marriage of my love of interviewing people and promoting archaeology, and it felt like a big achievement to release eight episodes. I also loved organising a nationwide community art project for Suffrage 125 in 2018 with artist Janet de Wagt.

What sparked your interest in heritage?

I have always been a bookworm. My parents took the lightbulb out of my bedroom to try and curb my incessant reading. This has meant I’m always interested in people and stories. I think the heritage spark came alive when I lived



in England for six months when I was ten, and my parents dragged my sisters and I around endless castles and stately homes. I discovered the *Horrible Histories* books, and became that annoying kid who asked the tour guides a lot of questions (Not much has changed...)

Why should people care about heritage?

Because it tells us who we are and where we come from. It gives us empathy and understanding for people in different situations from us.

But mainly because it’s so damn interesting.

“I love the way oral history connects you to ordinary people in the past.”



Caroline Toplis

Tohu Whenua Programme Manager

Caroline Toplis has an enviable job as head of the Tohu Whenua heritage visitor programme, helping tell defining stories of Aotearoa.

Tell me about your role.

I am Programme Manager Kaiwhakahaere Hotaka for Tohu Whenua. After graduating, I began my working life as a volunteer in the Christchurch office when we were the Historic Places Trust and went on to the Ministry for Culture and Heritage where I worked on major memorial projects. I have also worked in the Prime Minister's Office, the New Zealand High Commission in London and most recently in Public Affairs at the United States Embassy in Wellington.

I am enjoying being back in heritage. My work covers strategic and operational planning, marketing and communications, events and lots of relationship management. One of my favourite things is getting out and about around New Zealand visiting Tohu Whenua places and meeting the people flying our flag in their communities.

What is Tohu Whenua all about?

Tohu Whenua is a heritage visitor programme that showcases places that tell defining stories of Aotearoa.

It is a partnership between Heritage New Zealand Pouhere Taonga, the Department of Conservation Te Papa Atawhai and Manatū Taonga Ministry for Culture and Heritage, so while I am based in our Wellington office, I work with talented specialist staff across all three agencies. I am also supported by a fantastic Marketing and Communications Manager, Claudia Babirat.

Do you have a favourite Tohu Whenua place?

All of them! That's a hard question when Tohu Whenua is a collection of the best!

Our places span social, economic, cultural, religious and industrial history, first encounters, farming, mining, electricity, trains, boats, lighthouses ... there is something for everyone. Who can choose? See them all!

And perhaps my favourite place is the next one to launch ... who knows!

Why should people care about Tohu Whenua and heritage in general?

Heritage brings history to life.

It makes everything more interesting, it answers all the questions about who we are and how we got here. Heritage places show us what happened, where it happened and they help us understand the events, people and innovations that shaped us. You can read about great deeds and feats of history in a book, but you get so much more of an experience if you can learn on the ground and explore the story for yourself.

“Heritage brings history to life.”

Andrew Barsby

Conservation Advisor

A stone monument along the Milford Track, an old hotel in need of rescue, or a Resource Consent hearing on a heritage building, Andrew Barsby's role as Conservation Advisor takes him all kinds of places.

How did you come to work for us?

I had my eye out for a little while before a position arose. I was wanting to return to New Zealand after spending quite a few years in Australia.

What does your job involve?

My role as Conservation Advisor is broad. As a member of ICOMOS, I try to promote best-practice conservation principles to owners of heritage buildings. As well as offering advice, I can assist owners with funding – through the National Heritage Preservation Incentive Fund, as well as the Dunedin Heritage Fund, of which I am a committee member. I am involved in the Resource Consent process, where we are called upon to assess the impact on heritage values when an owner proposes to make changes. I'm interested in promoting the traditional trades – so that specialist building skills are not lost.

What kind of training do you need to do this work?

A background with buildings and architecture is a prerequisite. I have a background in stonemasonry and restoration work.

What does heritage mean to you?

To me, heritage buildings are a daily reminder of who we used to be as a community. They speak of the resources, technologies and skills of the day, as well as the economic social environment at the time they were created. All of this has shaped who we are today.

How has working as a Conservation Advisor shaped your view of heritage?

Since I have been in my position, I have come to realise the critical role that just one or two people can have in the future of a heritage building. Although our heritage buildings should outlast generations, it only takes one owner in a difficult situation, or with the wrong intentions, and all is gone forever. Similarly, it may only take one individual to have the foresight and dedication to make sure a building has a future.

What have been some of your most memorable work experiences?

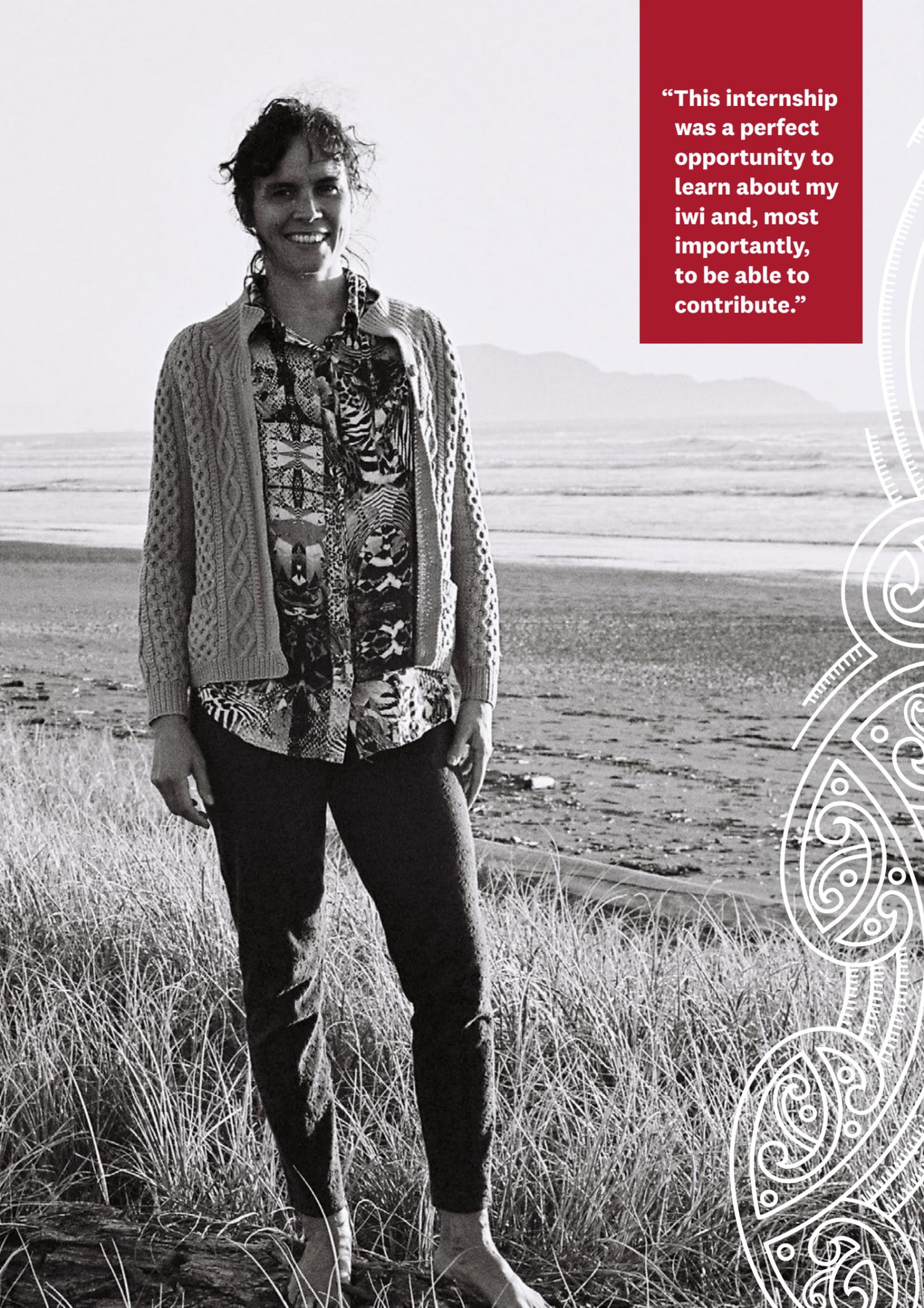
Getting to go to some isolated and amazing places in Otago and Southland – in particular, a helicopter ride to the Milford Track to check a stone monument!

Is there a particular property or place that is really special to you, and why?

At the moment, there is one property in particular that makes me feel good about working in heritage – the (former) Junction Hotel in Oamaru. This huge building has lain derelict for decades – leaking and deteriorating on the side of the main road. The current owner, with the help of some funding from us and the Waitaki Heritage Fund, has begun works that will save the building, and just in the nick of time – as of a few weeks ago it has a new roof!



“Since I have been in my position, I have come to realize the critical role that just one or two people can have in the future of a heritage building.”



“This internship was a perfect opportunity to learn about my iwi and, most importantly, to be able to contribute.”

Louisa Donnell

Student Intern

A summer job with the support of some wonderful mentors helped Louisa Donnell connect with her iwi whānui, develop research skills, and open up new levels of understanding.

What course are you doing and how does it fit in with your role?

I am studying at Te Wānanga o Raukawa doing Poutuarongo Reo (a Bachelors in Te Reo Māori me ōna tikanga). My role this summer was to work for Te Rūnanga o Raukawa to help create a referenced table of our Raukawa wāhi tapu and wāhi tūpuna, as well as our take (issues) with the Crown. I chose to study at Te Wānanga o Raukawa because I am Ngāti Raukawa and wanted to learn more about our specific kōrero, waiata, reo, whakapapa, marae and whenua. This internship was a perfect opportunity to learn about my iwi and, most importantly, to be able to contribute to my iwi.

Why did you want to work as an intern?

It not only created an opportunity for me to link into my iwi whānui, it was also a full-time summer job. I needed one that would finish in March so that I could keep studying at Te Wānanga.

How was your experience working with us?

It was great to be able to work with both Heritage New Zealand Pouhere Taonga and Te Rūnanga o Raukawa. The people that mentored me and looked after me at both ends of this partnership were absolutely amazing. Not only were they immensely talented, but they were gentle and kind and made me feel like I belonged. I was steered into reading primary and secondary sources of literature in order to reference many of our wāhi tapu and wāhi tūpuna.

IMAGE: Bella Pollock, Splendid Photo

I understood so much more of our history through these books and reports. I found that the interviews that I read, or the exact words that were uttered or written by my tūpuna and whanaunga opened up new levels of understanding. I also attended Waitangi Tribunal Hearings and heard and felt the pain of my people and that of my tūpuna. I went on a site visit and heard and felt our people's link to our whenua, our awa, our repo, our mate, our taniwha.

How has this experience helped you with your broader training or career?

I have developed some skills in research, writing, and an awareness of relationships between iwi and district councils (and Crown entities in general). I am not career driven, but I am satisfied that the work I did was useful to my iwi. On a smaller scale, there are many kōrero that I can transmit to my whānau, my tamariki and irāmutu (nephews and nieces). The relationships I developed are the key I think. Many opportunities will arise within my iwi I am sure.

Is there anything else you would like to add?

It was great to see how Māori Heritage New Zealand Pouhere Taonga workers interacted with Te Rūnanga o Raukawa workers and to see how these partnerships can be very beneficial. There can be suspicion amongst us Māori when it comes to working with Crown entities due to our historical and ongoing experiences of trust being broken.

Tell me more

For further information about Heritage New Zealand Pouhere Taonga visit

WWW.HERITAGE.ORG.NZ

You can always touch base with us in any of our offices and catch up for a chat. Thanks for taking the time to read this and good luck with your studies.

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