**2.2 Ngāti Rehua Ngātiwai ki Aotea Capability Framework**

By emphasizing the relationship between Māori and the New Zealand government, which both parties recognize as vital for development. The MCR capability framework encourages a more unified approach to developing skills and abilities across the public service sector. (*Te Arawhiti - Public Sector Capability*, 2019). The MCR Capability Framework was assigned because it provides services and programs to the community of the iwi tribe of Aotea (*Ngati Rehua - Ngāti Rehua Ngātiwai Ki Aotea Trust*, n.d.). The two capabilities that are the most suitable for Managers at Ngāti Rehua Ngātiwai ki Aotea are “Relationships with Māori” and “Workforce Capability.”

The first manager capability area, *“Relationships with Māori”*, and the capability set suitable is *“Relationship Management”*. This capability allows managers to connect with Māori in a way that is aligned with Te Arawhiti partnership principles (*Te Arawhiti - Public Sector Capability*, 2019). This capability also matches with the skill needed at the Operations Manager opening in Seek (*Operations Manager Job in Great Barrier Island, Auckland*, n.d.). At the heart of Ngāti Rehua Ngātiwai ki Aotea, their collective mission is the need to safeguard its whenua, Moana, and its people (*Ngati Rehua - Ngāti Rehua Ngātiwai Ki Aotea Trust*, n.d.), and this capability will allow the managers to enrich the development, and well-being of the community of Ngāti Rehua Ngātiwai ki Aotea.

The second manager capability area is *“Workforce Capability”*, and the capability set chosen is *“Training and Development”*. This capability allows managers to push for sustainability through mentoring and enriching skills. This is in tune with the MCR Capability Framework goal of creating environments comfortable and supportive for Māori staff (*Te Arawhiti - Public Sector Capability*, 2019).