



# Ngā Pi Ka Rere Info Pack

Nau mai! Welcome to our team!

Thank you for joining our early career network, Ngā Pi Ka Rere. Early career (EC) people are critical to achieving the mission of the Biological Heritage National Science Challenge, so we are delighted to have you join us. In this document, you will find a brief introduction to our team, our values and workplan. If you would like to hear more, please don't hesitate to reach out. Please also feel free to share this information with other ECs (not just researchers) within your Programme/Theme.

<https://bioheritage.nz/get-involved/nga-pi-ka-rere/>    [NgaPiKaRere@gmail.com](mailto:NgaPiKaRere@gmail.com)

## Your Ngā Pi Ka Rere Co-leads



**Dr Helen Warburton**  
University of Canterbury



**Symon Palmer**  
Te Herenga Waka Victoria  
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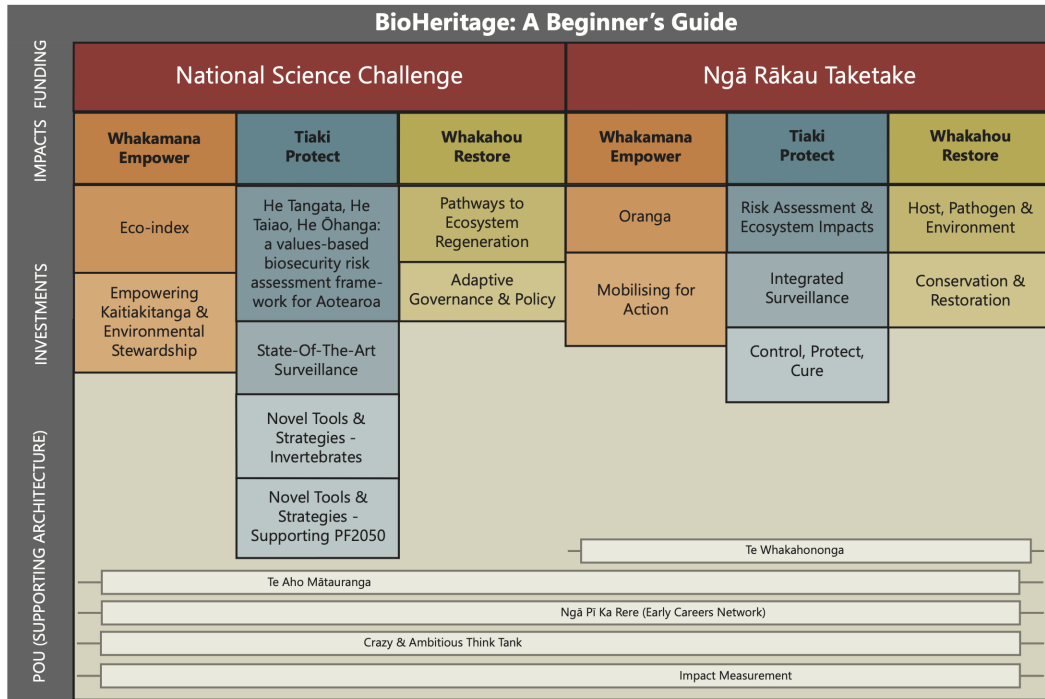


**Dr Aisling Rayne**  
Cawthron Institute

## What is the Biological Heritage Science Challenge?

Ngā Koiora Tuku Iko, New Zealand's Biological Heritage National Science Challenge (also interchangeably called 'BioHeritage', 'BH', 'BHNSC', 'BHSC'), initiated by the central government in 2014, aims to protect and manage Aotearoa New Zealand's biodiversity, improve our biosecurity, and enhance our resilience to harmful organisms. It does this by focusing research happening across Aotearoa's land-based and freshwater ecosystems to ultimately reverse the decline of biological heritage. This is captured in its three aspirational impacts: [whakamana](#), [tiaki](#), [whakahou](#) (empower, protect, restore).

Now in its second tranche of funding (2020–2024), this tranche (Fig. 1) focuses on orchestrating current research to generate larger impact. It reflects a desire to move away from traditional competitive funding models. We refer to this approach as 'values-based, mission-led research'.

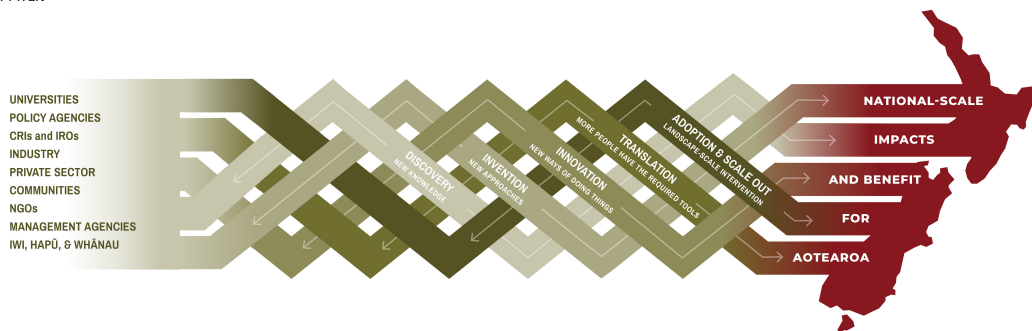


**Figure 1:** A beginner's guide to the BioHeritage structure, including the seven Strategic Objectives (SOs) and Themes forming Ngā Rākau Taketake (NRT) along with their defining impact. The grey bars show what supporting structures (Pou) apply to which areas of BioHeritage. The Pou (including Ngā Pī Ka Rere) are a number of supporting groups that the SOs and Themes are encouraged to lean on to help achieve their missions.

## About Ngā Pī Ka Rere

Ngā Pī Ka Rere (NPKR) was created in 2019, spearheaded by Helen Warburton and Kathryn McRae, as a result of the involvement of EC individuals in the scoping process for our second tranche of funding. Our name, sought by Shaun Ogilvie and approved by Mātua Kevin, translates to 'the baby birds shall fly'. This captures the intentions of NPKR: to establish a connecting place for ECs to enable them to flourish. In January 2022, Aisling Rayne and Symon Palmer came on board as NPKR co-leads, joining Helen and Kathryn (who finished her role in June 2022).

The point of differences for NPKR are that (1) it spans the innovation pathway (Fig. 2), enabling ECs to network across organisations and disciplines; and (2) it explicitly includes individuals from stakeholder organisations, expanding the horizon for researchers who often believe that the only career pathway is academia.

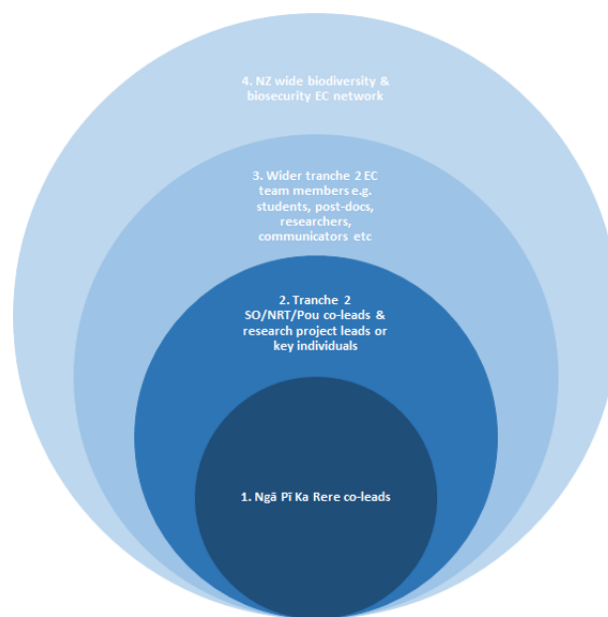


**Figure 2:** The concept of an innovation system takes a 'collective impact' approach to research investment. It allows for contributions from diverse individuals, knowledge systems, and institutions.

As such, NPKR's 2019 recommendations were that we use the group to:

1. Showcase clear and diverse career pathways (including but not limited to academia);
2. Build leadership capability in a collaborative system;
3. Drive excellent mentorship and support; and
4. Offer networking opportunities not afforded in an individual's organisation alone.

The four areas are not independent of one another and enable the ECs to continue to be involved in defining research priorities. This will build the next generation of collaborative leaders who are comfortable working across disciplines and sectors and ensure succession planning. The following structure was proposed for NPKR (Fig 3):



**Figure 3:** Organisational structure proposed for Ngā Pi Ka Rere, from the co-leads to the nationwide biodiversity and biosecurity EC network.

#### WHAT IS 'EARLY CAREER'?

There is no universal definition of 'early career'. Operationally, the Royal Society Te Apārangi defines an EC researcher as anyone within 10 years of completing their highest research qualification, normally (but not necessarily) a PhD. But, in practice, definitions are contextually dependent and varied. Not all of those involved in BHNSC have followed the traditional academic path, and some may have changed fields and thus be EC in their current area of work. As such, Ngā Pi Ka Rere has chosen to allow individuals to self-identify as EC to avoid exclusion.

## Our values

NPKR will be guided by the [BioHeritage values](#) and [Statement of Commitment to Te Tiriti o Waitangi](#). In particular, we will focus on the following principles:

- **Whanaungatanga:** we aim to connect EC's
- **Manaakitanga:** we advocate for ECs and build trust
- **Whakapapa:** we recognise the interconnected and intergenerational nature of RS&I

### CODE OF CONDUCT

The Code of Conduct aims to promote a sense of community through the cultivation of mutual respect and understanding and ensures our collaborative research community is treated fairly and equitably. You can find the full [Code of Conduct](#) [here](#).

### EQUITY, DIVERSITY, ACCESS AND INCLUSION POLICY

To support all members of the BioHeritage whānau and to provide a safe, inclusive and equitable environment that enables all people to reach their potential. See the full [BioHeritage Equity, Diversity, Access and Inclusion Policy](#).

### TE TIRITI O WAITANGI

We (and the rest of BioHeritage) are committed to upholding Te Tiriti o Waitangi as the foundation for power and resource sharing between tāngata whenua (the first peoples of Aotearoa New Zealand) and tāngata Tiriti (all others who have come here) as parties to an agreement. For more information, see:

- [Te Tiriti o Waitangi Statement of Commitment](#)
- [Rauika Māngai – A Guide to Vision Mātauranga](#)
- [Best practice guidelines for working in partnership with Māori](#)

## What's ahead for NPKR?

As part of our 2022 – 2023 workplan, we have identified three key focus areas for NPKR for the remainder of BioHeritage. We will also be flexible, reactive and prepared to pivot if new challenges or opportunities arise in the EC space. Our three focus areas include:

1. **Building community:** we will identify and connect our EC community (e.g., through regular meetings, opportunities and events; see below);
2. **Building evidence:** we will consolidate and grow our knowledge of the people and communities that make up NPKR, including their experiences and aspirations;
3. **Building awareness:** we will grow awareness of ECs within BioHeritage. One of the main roles of NPKR is to advocate for ECs within BioHeritage and ensure they are integrated and recognised at all levels.

In 2021, the first of two-three iterative surveys was sent to members of BioHeritage, including ECs, to understand the purpose of NPKR (what can BioHeritage do for ECs?); EC links within the BioHeritage community, and how these change over time; and perspectives from non-ECs on involvement of ECs in BioHeritage. The next survey is to be released during 2023.

We have recently created a new fund to support Ngā Pi Ka Rere members to pursue BioHeritage-related work and opportunities. Members may apply for up to \$6,000. More information [here](#).

## Staying connected

Our team holds monthly meetings via Zoom (typically at the end of the month). You will receive these invitations via email. Should your preferred email address change for any reason, or if you no longer wish to receive communications from us, please let us know so that we can update our database.

## Additional information and links

For further information, we recommend checking out the BioHeritage website, including these useful links:

- [Our people](#)
- [Operational & guidance documents](#)
- [Research and BioHeritage reports](#)
- [News & events](#)
- [BioHeritage data repository](#)

**Please don't hesitate to contact us at anytime. We look forward to working with you!**

<https://bioheritage.nz/get-involved/nga-pi-ka-rere/>    [✉ NgaPiKaRere@gmail.com](mailto:NgaPiKaRere@gmail.com)