



Role: Communities and Partnerships Lead

Term: 12 months, fixed term, full-time (40 hrs per week)

Salary: \$90,000 per annum

Location: Tāmaki Makaurau, primarily office-based, with flexibility

Reporting to: Executive Director

About Auckland Pride

Auckland Pride is both a cultural organisation and a kaupapa-driven movement, creating platforms for visibility, voice, and change through art, events, and advocacy — including the annual Auckland Pride Festival and year-round initiatives.

Vision

Our Takatāpui and Rainbow communities lead and influence an equitable Aotearoa through transformational storytelling.

Mission

We achieve this by supporting artists and advocates to develop, present, and preserve work that reflects our communities across Tāmaki Makaurau, Aotearoa, and internationally.

The opportunity

Reporting to the Executive Director, the Communities and Partnerships Lead builds and stewards the relationships that help Auckland Pride thrive — strengthening our credibility, influence, and resourcing through values-aligned partnerships, sponsorship, and community-grounded advocacy.

This is a senior specialist role designed for someone who is both relational and strategic: an engaging storyteller with strong judgement about where to focus, how to represent kaupapa with integrity, and how to turn relationships into tangible outcomes.

Purpose of the role

The Communities and Partnerships Lead exists to grow Auckland Pride's external impact and sustainability — building partnerships that align with kaupapa, and shaping advocacy approaches that are credible, community-accountable, and grounded in lived realities.

Key responsibilities

Strategic partnerships & sponsorship

- Develop relationship leads for Auckland Pride executive leadership to cultivate over time.
- Strengthen partner stewardship: clear expectations, mutual benefit, and relationship care.
- Identify and support procurement of new corporate partnerships and sponsorship opportunities.
- Identify opportunities and funding pathways to increase revenue generation.

Influence & community voice positioning

- Draft an annual community voice plan highlighting the needs of Takatāpui and Rainbow communities that is aligned to organisational strategy and community priorities.

- Monitor emerging opportunities where Auckland Pride can contribute to community needs through effective communication and community-building (right-sized to capacity and risk).
- Support clear organisational messaging, marketing and communications alongside team members (briefs, key messages, stakeholder communications).

Community and sector relationships and membership

- Foster effective relationships with other community organisations to inform strategy, priorities, and shared learning.
- Monitor emerging opportunities for community needs advocacy and develop appropriate advocacy methods for approved opportunities.
- Support development of a strong and committed membership base.
- Represent Auckland Pride at agreed rainbow sector and community events.

Insight, data & learning

- Develop practical methods to gather and interpret information about perceptions of Auckland Pride and its events/programmes in community.
- Use insight and data to inform advocacy initiatives and partnership approaches.

Systems & ways of working

- Contribute to the development and maintenance of effective systems, plans, and processes that support sustainable delivery.

Te Tiriti o Waitangi & kaupapa-led practice

- Bring Te Tiriti competency to engagement — supporting practice that reflects Partnership, Participation, Protection, and Equity.
- Engage in ways that are culturally safe, grounded, and accountable to the communities Auckland Pride serves collaborating with Te Rōpū Māori where relevant.

Success looks like

- Auckland Pride has stronger, values-aligned partnerships that contribute to sustainability and reach.
- Advocacy is intentional and credible — clear on what Auckland Pride stands for, where it focuses, and how it shows up.
- External relationships are warm, well-held, and productive — with strong boundaries and follow-through.
- Data and insights from community engagement meaningfully informs priorities and how Auckland Pride evolves.

Skills, experience & qualities

Essential

- Community advocacy with experience in collection and analysis of data to inform advocacy initiatives.
- Demonstrated experience building connections and networks across communities and/or sectors.
- Confidence in engaging people in diverse contexts, with strong relational and communication skills.
- An engaging storyteller.
- Experience gathering and using data/insight to inform advocacy, engagement, or partnership activity.
- Community-centred judgement: you know how to show up with care, clarity, and integrity in sensitive spaces.
- High emotional intelligence and a relational style that builds trust, clarity, and accountability.
- Sound Te Tiriti o Waitangi competency and commitment to embedding Te Tiriti principles into practice.

Preferred

- Experience securing sponsorship/partnership support in a purpose-led setting.
- Understanding of lived experiences of Takatāpui and/or Rainbow communities (through personal,

community, or professional pathways).

Accessibility, Inclusion & Encouragement to Apply

Auckland Pride strongly encourages applications from Takatāpui, MVPFAFF+, and Rainbow people, as well as people from communities under-represented in leadership roles.

We recognise that people meet job criteria in different ways. If you meet many, but not all, of the listed requirements, we still encourage you to apply.

We are committed to an accessible and inclusive recruitment process. If you require any adjustments or support to participate fully — whether during application, interview, or in the role — we welcome you to let us know. This may include flexibility in format, timing, communication methods, or workplace adjustments. All requests for accessibility support will be treated respectfully and confidentially.