

POSITION DESCRIPTION

Position	Rangatahi Whānau Practitioner	
Team	Rangatahi Health & Wellbeing Initiative (Name of team will be developed in collaboration with rangatahi)	
Hours of Work	40 hours – generally Monday – Friday with occasional after hours and weekend work to deliver rangatahi programs	
Reporting to:	Team Leader	
Direct Reports	Nil	
Location/Speciality	Rangatahi Hub, Whanganui	
Job purpose	<p>The role of the Whānau Practitioner is to connect rangatahi up with opportunities, pathways and tools that develop their full potential and support them on their journey towards achieving their dreams and aspirations. Matauranga Māori concepts that derive from Te Awa Tupua are integral to the success of this programme. This role will work to identify opportunities, support to access and navigate avenues to address needs, enhance and consolidate strengths and empower rangatahi to become leaders in whānau, hapū and iwi and the wider community.</p> <p>This position will carry a caseload of 12-13 rangatahi at any one time.</p>	
Accepted by:	Signature:	Date:
NAME		

Background

Te Oranganui is an Iwi governed Health and Social Service Organisation. Established in 1993, Te Oranganui has seven service lines and covers the iwi boundaries of Ngāti Apa/Ngā Wairiki, Te Ātihaunui a Pāpārangi and Ngā Rauru Kītahi. The seven services are;

Te Waipuna:	Primary Health & Medical
Te Taihāhā:	Disability Support Service
Waiora Hinengaro:	Vocations, Mental Health and Addictions
Toiora Whānau:	Whānau and Community
Waiora Whānau:	Healthy Families
Whakahaumanu Mana Tāne:	Clinical Services Corrections
Te Taituarā:	Business Unit

Vision

Korowaitia te puna waiora, hei oranga motuhake mō te iwi

Mission statement

To empower whānau into their future

Values

<i>Tika</i>	Excellence in how we do things
<i>Whānau</i>	At the centre of everything we do
<i>Pono</i>	Act with honesty and integrity
<i>Mahitahi</i>	Committed to working together for the betterment of our Whānau, Hapū, Iwi and communities

KRA 1: Whānau Ora Navigation

Connect rangatahi and their whānau with opportunities to lead healthy lifestyles

- 1.1 Develop relationships within whānau, hapū and iwi and the wider community where direct opportunities exist to support rangatahi to achieve their full potential, aspirations and to grow leaders;
- 1.2 Utilise Te Taiao and Mātauranga Māori to achieve positive outcomes for rangatahi and their whānau
- 1.3 Build trust and rapport through whakawhānaungatanga with rangatahi and their whānau to establish supportive and effective relationships;
- 1.4 Work with rangatahi and their whānau to identify goals and develop/navigate clear pathways to make them happen;
- 1.5 Support rangatahi to develop te reo me ōnā tikanga;
- 1.6 Provide continued pastoral support for rangatahi as they undertake their pathways to lead healthy lifestyles
- 1.7 Assist rangatahi to build on their strengths and increase their resilience. Building and strengthening their own whānau networks support and access to community networks
- 1.8 Support, promote and advocate for healthier lifestyle options/choices to rangatahi i.e. quit smoking, dental care, healthy eating and physical activities, family planning, education and training, career pathway, etc.
- 1.9 Obtain and maintain an understanding of hapū and iwi developments, the health and disability and other sectors i.e. social, justice, education in order to ensure that rangatahi and or their whānau benefit from any new developments or opportunity
- 1.10 Work closely within the organisation to connect rangatahi and their whānau to specialist supports, expertise and tools as needs are identified.

KRA 2: Information Management

Ensure all information and documentation is accurate and timely

Tasks:

- 2.1 All administration and documentation is completed in accordance with service & organisational guidelines and within specified timeframes;
- 2.2 Complete all reporting and communication requirements in a timely manner;
- 2.3 Participate in quality improvement activities as required
- 2.4 Electronically record and evidence rangatahi goals and outcomes for reporting purposes

KRA 3: Supervision

Ensure safe practice to rangatahi and their whānau through actively participating in regular supervision

Tasks:

- 3.1 Actively participate in regular supervision, making a positive contribution to the development of a co-operative relationship with the supervisor;
- 3.2 Ensure that all practice and case management issues are taken to supervision;
- 3.3 Manage work priorities, personal workload and stress levels with the support of the supervisor;
- 3.4 Comply with the requirements of the supervision contract;
- 3.5 Regularly reflect on own practice and make adjustments as necessary to ensure a quality service to whānau.

KRA 4: Knowledge & Relationships

To stay abreast of developments and build strong community links that enhance the service provided to rangatahi and their whānau

Tasks

- 4.1 Continuously build your knowledge base on the developments of the youth sector and whānau ora to ensure rangatahi are receiving the best possible service
- 4.2 Work constructively with colleagues within Te Oranganui and across the sector to improve outcomes for rangatahi participating in Whānau Ora services
- 4.3 Actively participate in all team and one-on-one hui and workshops
- 4.4 Develop and maintain key relationships across all sectors to support easier access to services when working with Whānau

General Provisions

- Actively participate in Te Oranganui kaupapa activities including attending hui, karakia, whakawhānaungatanga, waiata sessions etc;
- Uphold the principles of Whānau Ora – working across teams and functions; acknowledging the unique skills and abilities all kaimahi bring
- Ensure you maintain an accurate and up to date understanding of Te Oranganui policies and that you uphold these at all times;
- Ensure the health & safety of yourself as well as others in your working environment, upholding organisational health and safety policies and procedures at all times;
- Proactively promote Te Oranganui in a positive light in all activities
- Actively participate in ongoing professional development and in service training opportunities.

The above statements are intended to describe the general nature and level of work being performed by the job holder. This job description is not intended to be an exhaustive list of all responsibilities, duties, or skills required of the job holder. From time to time, the job holder may be required to perform duties outside of their normal responsibilities as needed.

Person Specification

Knowledge/Experience/Qualifications

- A tertiary level Youth or Social Work qualification (Level 6 or higher) or other relevant field;
- At least 2 years' experience in role working closely with rangatahi and their whānau;
- Experience with outdoor recreation and physical activity

Personal Attributes & Skills

- Knowledge of Te Taiao and how different approaches could be used in working with rangatahi
- Knowledge and experience of the whanau, hapu and iwi of Nga Rauru, Te Atihaunui a Paparangi, Nga Wairiki/Ngāti Apa and related iwi and be able to call on their stories and their practices in your work with rangatahi
- Ability to use rangatahi appropriate methods of practice
- Ability to evaluate practice alongside of practice
- Ability to be creative and to think outside the box to look at different methods of working with rangatahi.
- Preparedness to use alternative methods in working in this space
- Can work with and facilitate groups as well as working individually and with whanau.
- Knowledge of co-design and systems design in order to work alongside of rangatahi to find their solutions to their wellness.
- Ability to converse and understand te reo Māori me ōna tikanga is advantageous
- Practical experience with tikanga Maori
- Zero tolerance towards family violence
- Committed to empowering and supporting whānau;
- Have strong communication and facilitation skills;
- Have good judgement and analysis;
- Commitment to whānau, hapū and iwi;
- Act in a responsible, ethical and accountable way;
- Respectful, cooperative & supportive in all dealings;

Physical Attributes – Community based worker

- A medium degree of physical capacity is required as the work involves standing, walking, sitting, stretching, twisting bending and lifting/moving weights up to and above 15 kilograms frequently.
- Ability to move about and undertake necessary duties (sometimes in restricted spaces) both in an office environment and out in the community
- Visual ability sufficient to drive a motor vehicle, read accurately, write/record in a legible manner
- Hearing and speech sufficient to communicate with clients and co-workers enabling direct and telephone communication

Other requirements of this position

- Current clean, full NZ driver's license
- Must be able to pass Te Oranganui's background check process