

Lead Systems Innovator

Rangatahi Innovation

Position Description

September 2020

Position Summary:

The Lead Systems Innovator holds a helicopter view of the prevention system for rangatahi in the Whanganui, Rangitikei, Ruapehu region, and is able to navigate local systems and structures to enable the Rangatahi prototype to be test, evaluated, and when necessary scaled or transition.

The Lead Systems Innovator is a subject matter expert in youth development, youth health & wellbeing and has a passion for co-designing solutions to complex issues, with rangatahi and their trusted whānau members. The Lead Systems Innovator uses their relationship management skills to identify opportunities to influence, and create change with leaders at 'all levels' in the region. Reporting to the Manager, Healthy Families Whanganui, Rangitikei, Ruapehu, the Lead Systems Innovator draws on community connections, and establishes new connections to advance the Rangatahi Innovation kaupapa in the Whanganui, Rangitikei, Ruapehu region. The Lead Systems Innovator builds the capacity and capability of the Rangatahi Innovation workforce, sharing learnings and innovative practice across our network. The Lead Systems Innovator will be responsible for managing a team of Rangatahi system activators.

A Lead Systems Innovator is:

- A bright and conceptual natural leader with a passion for co-design and systems thinking, and is able to support and enable locally-relevant, design-led solutions toward achieving the Rangatahi Innovation intention.
- Able to engage multiple and diverse perspectives, enabling people to navigate complexity
- Passionate about working collectively to enable change that positively impacts the Whanganui, Rangitikei, Ruapehu youth development, education and health sectors
- Politically savvy, risk aware and able to develop safety and policy infrastructure
- Efficient, self-managing, transparent and open

Overview

Title	Lead Systems Innovator – Rangatahi Innovation, Healthy Families WRR
Organisation	Te Oranganui
Work location	The position is based at Te Oranganui Trust
Position reports to	Manager, Healthy Families Whanganui, Rangitikei, Ruapehu
Direct reports	1x Systems Innovator (team leader) 2x Activators / Youth Workers
Employment type	Full-time to 30 June 2022
Date	05 October 2020

About Healthy Families NZ

Our approach

Healthy Families NZ is a large-scale prevention initiative that brings community leadership together in a united effort for better health. It aims to improve people's health where they live, learn, work and play by taking a systems approach to the reduction of risk factors for major health loss and increasing equity.

The goal is for all New Zealanders to enjoy health promoting social and physical environments that enable healthy food and physical activity choices, being smokefree, drinking alcohol only in moderation and increasing mental health resilience and wellbeing.

Healthy Families NZ is a move away from disconnected, small-scale and time-limited projects and interventions, towards a whole-of-community approach that makes sustainable and long-term changes to the systems that influence the health and wellbeing of families and communities.

While the initial design for Healthy Families NZ drew on overseas models, Healthy Families NZ has been adapted, and continues to adapt, to reflect the unique context of New Zealand communities, and the special relationship between Māori and the Crown, including obligations under Te Tiriti o Waitangi. The Healthy Families NZ Principles include an explicit focus on equity, improving Māori health and improving health equity for groups at increased risk of chronic diseases.

Healthy Families NZ takes an innovative, system-building approach to prevention, including:

- Targeted community-level investment into the Building Blocks of a Prevention System;
 - Bringing community leadership together in a united effort for better health;
 - A dedicated prevention workforce who are embedded within their local community, driving and supporting systems change across the region;
 - National level support and strategies to encourage a whole of system approach;
 - Dedicated strategic communications functions across all locations, harnessing the power of storytelling to amplify the collective impact of the initiative, and accelerate activation at scale;
- Multi-year evaluation that identifies key themes, scalable initiatives, and builds a national picture of the progress and impact of Healthy Families NZ over time.

About Rangatahi Innovation

Original Framework (RFP Content)

The Rangatahi Innovation framework is multi-dimensional including one axis that will look at rangatahi, whanau, community and awa and another axis that looks at Maunga, Awa, Ngahere and Te Ao Hurihuri.

This co-design will occur in the establishment stages of the Project, but a review of this will occur at the end of each 6 month period with a view that some changes may need to occur for the next group of rangatahi that we are working with in the next 6 month period.

Six months, 3 kaimahi and up to 30 rangatahi with a total of 4 groups worked with over the 2 years. Te Oranganui and the services from the wider community will also be invited to be a part of this kaupapa as it will require a korowai of support to wrap around each group.

A whanau ora plan will be developed with each rangatahi and their whanau before coming on the programme and this will be monitored by the team during the duration of the programme. There will be some organised group activities but there will also be one-on-one work between the activities.

Ideally the age group that we will be working with will be 12-24 years of age, but it is also recognised that there are big variances across this age band. Currently the youngest rangatahi we are working with is 10 years. Some analysis of the grouping will be required. There may also be the need to have a boys and girls group separately with the view of bringing them together at key points. Again this will be dependent on the make up of the group at the time.

Once the programme is completed, the kaimahi will continue to work with this group, who will become the tuakana of the next group (teina).

There will be the need to bring the rangatahi through the waharoa, where tikanga of the programme and their involvement will be established. At the end of the programme they will also participate in a key iwi activity as a part of their graduation eg: Te Tira Hoe Waka, Puanga, Raukotahi, a return to an activity in their own iwi space or one that we create dependent on the group of rangatahi we have. Matauranga Maori concepts that derive from the Awa Tupua are also integral to what we are trying to create in this space. Te Pa Turoa (co-design), Hinengakau (a physical space), Te Hoe Roa (Rangatahi Journey), Ko Au te Awa (Identity), Rangahau e Tane (exploring the Taiao), Te Pakurukuru (schooling and/or education), Te Riu Māeneene (thinking outside the box) and Ka tapu hei awa tupua (research and evaluation).

The Youth Hub will be a physical space where the rangatahi can come and where they can be involved in activities, but the taiao is just as critical a space and activities in conjunction with people who know and live alongside maunga, awa, ngahere will be a part of this innovation.

Our understanding is that MOH will also be undertaking an evaluation of this Project, however we also intend to create our own evaluation methods of the innovation, of the activities and of the whanau ora plans for the rangatahi.

Joining the programme: we anticipate that our rangatahi can be referred from a variety of contexts. One of these might be whanau, hapū, iwi or marae. This will require some marketing of the innovation

in the establishment phase. In addition some of the services (internal to Te Oranganui or external) may want to refer rangatahi to the programme. It is important to realise however, that an agreement is required from the rangatahi themselves and their whānau. Rangatahi can also self refer, in that if they hear of the initiative and fit the general criteria then they may also be able to participate in the initiative.

Te Oranganui Trust Values

The vision of our organisation is:

“Korowaitia te puna waiora, hei oranga motuhake mō te iwi.”

We aim to empower whānau in to their futures.

Our four main values are tika, whānau, pono, and mahitahi.

These values ensure that we strive for excellence in how we do things, with our whānau at the centre of everything we do, that we act with honesty and integrity, and that we are committed to working together for the betterment of whānau, hapū, iwi, and communities.

About the Lead Systems Innovator role

Purpose

The Lead Systems Innovator is part of a dedicated prevention workforce who are embedded within their local community, driving and supporting systems change across the Whanganui region. The Lead Systems Innovator contributes to building healthier environments where young people live, learn, work, and play by:

- Accelerating systems change at a local level through ‘connecting the dots’, identifying levers and driving the design of evidence informed prototypes in the Healthy Families Whanganui region
- Unlocking new partnerships and opportunities to support the evidence building and testing for sustainable systems change at a local level
- Using expected and unexpected partners to identify, create and seize opportunities for change
- Sharing the learning and innovative practice across the prevention workforce to build capability and capacity.

The Lead Systems Innovator seeks opportunities to leverage sustainable systems change at a local level through analysis of insights and data, supporting evaluation and monitoring. The Lead Systems Innovator demonstrates empathy and has a strong understanding of what mobilises others into action. This is an influential role with the ability to identify system levers, and to amplify system changes across Healthy Families Whanganui.

Accountabilities

As the Lead Systems Innovator for Healthy Families Whanganui, Rangitikei, Ruapehu you will:

- Oversee the team to execute on the contractual obligations, milestones, and agreed activities to demonstrate effective engagement and development of the Rangatahi Innovation initiative

- Drive systems change at a local level and be comfortable in describing the desired effects of the change
- Implement and report on evidence and insight gathering at a local level
- Navigate local systems to maximise the desired effects of scalable system-level experiments
- Tell compelling stories and find a common language to relate to the audience to influence and create change
- Draw on community connections, and establishes new connections to advance the Rangatahi Innovation and Healthy Families NZ kaupapa in Whanganui, Rangitikei, Ruapehu
- Overlay a health equity lens
- Ensure opportunities and learnings are shared across the Healthy Families NZ network, including potential national opportunities
- Manage, lead and develop a team of activators

As a member of the Healthy Families Whanganui, Rangitikei, Ruapehu team, you will:

- **Bicultural practice** - take a bi-cultural approach that acknowledges the special relationship with Maori under Te Tiriti o Waitangi and actively support Maori-led systems change.
- **Cultural competency** - work cross-culturally and to take a culturally centred and strengths based approach. Act in an inclusive manner with integrity to ensure all cultural groups and community diversity are empowered in the work through a genuine commitment for equity and equality.
- **Systems thinking and acting** - understand systems change and collective impact and utilise systems thinking tools and principles, and apply them to create large-scale change.
- **Relationship building and management** - enhance collaboration across the Healthy Families Waitakere team and the community through strong effective relationships and partnerships at all levels; forge useful partnerships with people across business areas, functions and organisations; build trust through consistent actions, values and communication; minimises surprises.
- **Workforce development** - actively contribute to the Healthy Families NZ network, workforce development and communities of practice to grow and share the way of working.

Key relationships

To advance the Healthy Families NZ initiative, the Lead Systems Innovator will form, leverage and support:

- The Advisory Group
- Te Ranga Tupua
- The Healthy Families WRR **Strategic Leadership Group**
- The Healthy Families WRR **Manager and workforce**
- The Ministry of Health
- Strategic partners, contributors
- Te Oranganui staff / teams

Key Selection criteria

The ideal applicant will demonstrate the following key selection criteria:

Knowledge and skills

Healthy Families NZ Core Competencies		The role requires the following demonstrated experience / skills
Building	Political Savvy	Able to navigate the political context, structures and processes to leverage support, maximise impact, identify and reduce risk
	Storytelling and communication	Uses effective communication skills and can adapt to the range of audiences and communities Is approachable, open and willing to listen Excellent written and verbal communication skills
	Relationship building and management	Effectively brings people together to achieve collective impact Understands that opportunities come from building relationships and keeping them alive
	Influencing	Can find a common language to relate to the audience to influence and create change Comfortable in describing the desired effects of change
Leading	Collaborative Leadership	Engages both expected and unexpected partners and is able to engage those who don't see themselves in Healthy Families NZ
	Adaptive Leadership	Mobilises others to create systems change by diagnosing the situation, energising self and intervening skilfully Comfortable in adaptive and changing environments (eg: can pivot with ease)
Designing / Doing	Systems thinking and acting	Understands systems thinking and its application to health promotion; recognises components of a system and their interconnectedness; supports effective system communication and feedback
	Co-design and design thinking	Experienced in design thinking, co-design or related fields and can apply to this work Uses social innovation tools to co-design, test and iterate solutions for systems-level impact
	Safety and best practice	Able to apply quality safety management practices to ensure the safety and wellbeing of rangatahi and partners participating in the innovation, and the safety and wellbeing of our staff
	Data / Evaluation	Supports evidence informed practice and ensures evaluation and monitoring can be carried out effectively and efficiently

		Supports the team and network to draw on insights and analysis to make decisions
Managing / Sustaining	Reflective practice	Critically reflects on self, team and the work and can adapt the work programme, processes and actions accordingly Support the whole team in reflection, direction and adaptation
	Risk Management	Can effectively manage reputational risk which may result from working with stakeholders from different parts of the system Manages risk, escalates up and reports blockages when they occur
	Project Management	Self-managing and is able to work on multiple projects effectively Can facilitate engaging workshops that leave participants with clear outcomes and next steps Proactive and self-starting; seizes opportunities and acts upon them; takes responsibilities for own actions
	Sustainability	Integrates sustainability into the systems change roadmap at the level of practice, resource, and relationships

Personal Qualities

The Healthy Families NZ workforce are innovative and creative, and must exhibit the following mindsets and qualities:

- **People-focused:** Empathetic and supportive, act with integrity in all that you do. A personal commitment to social change and collaborate in positive and meaningful ways.
- **Action-oriented:** Curious, proactive and takes initiative; seizes opportunities and acts upon them; resourceful and learns by doing; takes responsibilities for own actions.
- **Adaptive:** Flexible and agile; open to new ideas; accepts changed priorities without undue discomfort; has an experimental mindset and recognises the merits of different options and acts accordingly.
- **Open and Courageous:** Seek diverse perspectives and value difference, comfortable in ambiguity, possess a growth mindset and courageous in actions.
- **Reflective and Strategic:** Can see the bigger picture through a bird's eye view and is able to respond in a strategic manner, critically reflective and can adapt activities to suit.
- **Cultural responsiveness:** Aware of the important place of indigenous leadership, strengthening relationships with mana whenua, and working within a bicultural context. Understands Māori, Pasifika and other community health priorities and needs; is comfortable working with diverse communities and knows when to seek support.

Qualifications

- Demonstrated experience in youth development, team coordination, social work and / or whānau ora, community led development or related fields

Accountabilities

- 3x direct reports
- Tracking budget of \$50,000 per annum

Specialist expertise

- Proven experience working in operational functions, co-design and/or in agile and adaptive operating environments
- Valid New Zealand driver's license
- To be considered you must have the right to live and work in New Zealand.