

## POSITION DESCRIPTION

<b>Position:</b>	Kaitūruki Tapestry of Truth (Youth Justice)	
<b>Team:</b>	Toiora Whānau	
<b>Reporting to:</b>	Kaihautū Toiora Whānau	
<b>Hours of work:</b>	40 hours	
<b>Direct Reports:</b>	Nil	
<b>Job Purpose:</b>	The Tapestry of Truth Pilot is a programme co-designed by rangatahi who are on the verge of social and educational exclusion. This programme provides intensive intervention for at risk rangatahi at a time that is crucial to them to create transformational change. This type of intense intervention addresses Health, Social, Education, Services and Cultural needs. The programme also works closely with whānau (parents, siblings and extended whānau) to consider the needs outside of the programme content.	
<b>Functional Relationships</b>	<ul style="list-style-type: none"> <li>• Te Oranganui colleagues</li> <li>• Oranga Tamariki</li> <li>• Police</li> <li>• Te Kura Correspondence</li> <li>• Other youth services</li> </ul>	
<b>Salary range</b>	Negotiable	
<b>Accepted by:</b>	<b>Signature:</b>	<b>Date:</b>
<i>Name</i>		

### Background

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

Te Waipuna:	Primary Health & Medical
Te Taihāhā:	Disability Support Service
Waiora Hinengaro:	Vocations, Mental Health and Addictions
Toiora Whānau:	Whānau and Community
Puawai Whānau:	Tamariki Services
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

#### Key Result Area 1: Co-facilitation of Tapestry of Truth Programme

The Kaitūruki Tapestry of Truth Facilitator role will assist and empower rangatahi to reach their own goals and aspirations by providing:

- Advocacy; Promoter of rangatahi aspirations
- Brokerage; Engage the best people, opportunities, services suited to rangatahi needs
- Coaching; Supporting rangatahi to succeed in their goals, guide skill development and manage change
- Assisting rangatahi to enhance and develop their own skills and knowledge to build on their strengths and confidence.
- Connect rangatahi with services that will assist them to reach their goals and aspirations.
- Work to the heights of their abilities in order to provide a professional and effective service to rangatahi.

#### Key Result Area 2: Participation in team

- Provide quality service in accordance with the vision of Whānau Ora – Toiora Whānau Services
- Excellent Communication Skills
- Work as part of the Whānau Ora team and Te Oranganui as a valued member of staff

#### Key Result Area 3: Best Practice

- Have a working knowledge of Peer Support and the Art of Facilitating Self-Determination and Whānau Ora or other key practice models, philosophies, theories etc
- Identify and understand the sub-cultures relevant to rangatahi in today's society
- Role model the standard for acceptable behaviour and professionalism
- Demonstrate that you are confident and competent in applying "Whānau Ora" principles in your everyday work with whānau
- Continuously upskill in areas that support best practice and rangatahi development
- Identify a whānau/individual strengths as well as areas of attention and aligning this with Program outcomes
- Engage with a wide range of networks in the community and connect these to rangatahi
- Contribute to and participate in reporting, evaluation and ongoing monitoring of the success of the program
- Utilising the data to inform your practice and ensure rangatahi are informed
- Be cognisant of and adhere to policy and legislation relevant to your work

#### Key Result Area 4: Rangatahi Self Management

- Advocacy and brokerage skills
- Interpersonal skills
- Ability to work with whānau/groups
- Building and maintaining relationships that will assist in providing opportunities for whānau/individuals to develop
- The facilitation of whānau centred decision making is evident through your coaching skills in working with whānau
- Providing other service options for whānau and advocating to choose the service that best meets their need(s)

#### Key Result Area 5: Healthy Whānau Lifestyle

- Able to connect whānau with people/groups/organisations who can assist with improving healthy whānau lifestyles
- Ability to maintain your own health and wellbeing

#### Key Result Area 6: Full participation in society

- Ability to connect and re-connect rangatahi with services within the community i.e, kura, schools, health providers, marae etc.
- Ability to work across sectors and organisational structures
- Be able to link whānau/individuals across sectors
- Support rangatahi to grow their knowledge to make informed decisions

#### Key Result Area 7: Confident Whānau participation in Te Ao Māori

- Ability to connect rangatahi with iwi/hapū/marae, community and cultural endeavours
- Broad knowledge of existing iwi/Māori groups, organisations and services

#### Key Result Area 8: Whānau economic security and active involvement with wealth

- Motivating rangatahi to improve and strengthen their financial aspirations
- Have a working knowledge of systems that support rangatahi to grow their financial capacity and capability
- Connect rangatahi with business and social enterprise expertise.

#### Key Result Area 9: Whānau Cohesion

- Be able to identify opportunities for rangatahi to come together
- Demonstrates an ability to work with others and bring people together – through meetings/ one on one opportunity/aligning services

#### Key Result Area 10: Tiaki Taiao

- Contribute to maintaining a positive working environment
- Be cognisant of the environment and the impact our actions have.

#### Key Result Area 11: Health Safety & Wellbeing

- Following, implementing and ensuring compliance of all health & safety policies and processes of both Te Oranganui and the Department of Corrections;
- Ensuring all activities and planned, organised and managed well in order to prevent harm and promote wellbeing in the workplace;
- Provide and/or facilitate regular clinical supervision for all kaimahi including self.

#### General provisions

- Actively participate in Te Oranganui kaupapa activities including attending hui, karakia, whakawhanaungatanga, 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 including regular clinical supervision
- Participate in internal and external audits.
- Maintain practice within the code of professional conduct, competencies and standards of the relevant professional body
- Planning, preparation and participation in other events as required

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

## Person Specification

### Qualifications and Skills

- Highly Desirable – will be an advantage if you have already completed Whānau Ora training

### Key behaviours and attributes

- A working understanding of Whānau Ora and Collective Impact and how it is incorporated into your practice
- Commitment to ensuring best practice when working with whānau
- Passionate about delivering high quality experiences for whānau and kaimahi
- Proficiency in Te Reo Māori and embodying tikanga Māori in all aspects of work
- Ability to work positively under pressure and in a Pilot environment
- Is reliable, friendly, approachable and resilient
- Flexible, adaptable and resilient.
- Ability to build and maintain credible relationships internally and externally
- Ability to work unsupervised and make sound decisions whilst also being an active team member
- Ability to persevere with a task, and to display the required energy to achieve the objectives despite obstacles
- Report writing skills
- Competent and confident in using IT as a tool to support your work
- High level of professionalism
- A commitment to continuing professional development
- Good time management and organisational skills
- At least a current restricted drivers licence
- Proven relationship management skills
- Understanding of the Treaty of Waitangi

### Physical Attributes – Community based

- 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 license
- Must be able to pass Te Oranganui's background check process
- New Zealand citizenship, permanent resident status, or a NZ work permit.