

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children

Title:	National Māori Practice Advisor
Group:	Professional Practice
Reports to:	Manager Māori Practice Advice
Location:	Open – based on business need
Direct Reports:	No
Budget:	No

OUR ORGANISATION

About us

Oranga Tamariki—Ministry for Children is a Ministry dedicated to supporting any child in New Zealand whose wellbeing is at significant risk of harm now, or in the future. We also work with young people who may have offended, or are likely to offend. Our belief is that in the right environment, with the right people surrounding and nurturing them, any child can, and should flourish.

Our vision

Our vision is: New Zealand values the wellbeing of tamariki above all else.

Our purpose

Our purpose is: To ensure that all tamariki are in loving whānau and communities where oranga tamariki can be realised.

The Oranga Tamariki way

We've introduced a new way of doing things. A way of looking at the world that guides everything we do:



Our core outcomes

Our core outcomes are:

- All children and young people are in loving families and communities where they can be safe, strong, connected, and able to flourish
- Improved outcomes for all children, especially tamariki and rangatahi Māori.

POSITION PURPOSE

The role and functions of the Professional Practice Group are to support and enhance the quality of professional practice in Oranga Tamariki, through the provision of practice-related advice and quality assurance and review processes, data and analysis. The Group is also accountable for design and enhancement of practice frameworks, models and tools, and contributing to the design of major new areas of practice.

The purpose of the Māori Practice team is to lead the development of Māori specific practice systems, tools, frameworks and guidance using the appropriate methodologies. It will also support the development of quality assurance systems to assess quality for Māori.

The purpose of the National Māori Practice Advisor position is to provide specialist practice expertise, advice and support to the Professional Practice Group, and across Oranga Tamariki, on issues, methods of engagement and Māori methodologies. This position will champion practice excellence for Māori utilising extensive community networks, knowledge of te Ao Māori and in depth knowledge of Māori models of practice.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Enhancing the quality of practice and thought leadership	<ul style="list-style-type: none">– Provide high quality advice on professional practice from a Māori perspective– Ensure the voices of tamariki Māori and their whānau inform practice improvements– Lead or support the enhancements to practice models/approaches to support improved service delivery to tamariki Māori and their whānau– Work effectively with all parts of the organisation to ensure quality practice is integrated into projects and initiatives– Where requested, lead or support the design of practice systems, tools, frameworks, standards and guidance– Participate in the development, design and roll out of Māori specific practice standards, guidance and business processes (for example hui-a-whānau, Kairaranga roles)– Ensure best practice and learnings are widely disseminated and used to continually inform the improvement and development of practice when working with tamariki Māori and their whānau– Engage in developing an indigenous and bicultural research culture geared towards improving whānau ora/family wellbeing– Provide high quality, written reports as required.
Mentoring and leadership	<ul style="list-style-type: none">– Mentor, support and assist other members of the Professional Practice Group and the wider organisation in all aspects of Māori Practice– Champion an organisational culture where listening and understanding the voice of the tamariki is paramount in understanding their needs and advocating for the appropriate supports and services– Take a lead role in raising the profile of our Māori cultural

	<p>framework and excellent practice with Māori across the organisation</p> <ul style="list-style-type: none"> – Demonstrate the behaviour of a leader: creating a supportive and positive environment, helping others develop and achieve, and acting in the interests of the Professional Practice Group – Support the Manager in their leadership of the team by identifying opportunities to share leadership challenges and by becoming a natural source of advice and support for team members.
Stakeholder relationships	<ul style="list-style-type: none"> – Develop, maintain and build effective working relationships with key stakeholders and Ministry staff, particularly those who lead service design and practice development – Collaborate with sector partners to support the wider system to achieve improved outcomes for tamariki Māori and their whānau – Be a point of contact for external stakeholders on Māori practice issues – Foster and maintain strong relationships with service delivery leadership in order to enhance the cultural competence of service delivery staff.
Risk management	<ul style="list-style-type: none"> – Identify any people related and/or organisational risks and take action to minimise their impact – Effectively manage and escalate risks and propose appropriate mitigation where necessary.
Being part of the Oranga Tamariki team	<ul style="list-style-type: none"> – Actively and positively participate as a member of the team and contribute to a positive team culture that enables the high performance of the immediate team and organisation – Proactively look for opportunities to improve the operations of Oranga Tamariki – From time to time, you may be required to perform other reasonable duties as requested by your manager – Comply with and support all health and safety policies, guidelines and initiatives – Ensure all incidents, injuries and near misses are reported into our H&S reporting tool – Comply with all legislative and regulatory requirements, and report any breaches as soon as they become known – Adhere to all Oranga Tamariki procedures, policies, guidelines, and standards of integrity and conduct – Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these into your work.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none">– Managers and staff in the Professional Practice Group– Professional Development Group– Service delivery managers and staff– Oranga Tamariki senior leaders– Key Māori roles in Oranga Tamariki– Māori leadership groups– Tamariki Advocate/Voices of Children– Children in Care Unit
External	<ul style="list-style-type: none">– Iwi and Māori service providers and other organisations– Māori Design group– Social services and related sector– Key Government agencies including the Ministry of Social Development, NZ Police, Te Puni Kokiri, Ministry of Education and Ministry of Health

QUALIFICATIONS & EXPERIENCE

Qualifications	<ul style="list-style-type: none">– A tertiary qualification or equivalent relevant experience is essential. The qualification may come from a number of different fields of study, including social work or other human sciences.– A clean, current driver's licence and a willingness to drive Oranga Tamariki vehicles.
Experience	<ul style="list-style-type: none">– Recognised commitment to te Ao Māori and the promotion of tikanga and te reo Māori– In depth knowledge and experience of the aspirations and needs of Māori including evidence of involvement in Māori networks– In depth knowledge and experience of Māori approaches to social service provision– Successful experience in managing stakeholder relationships– Sound knowledge of government processes– Credibility with key internal and external stakeholders as a leader in Māori services issues– Detailed knowledge of the Vulnerable Children's Act 2014, Oranga Tamariki Act 1989 and other legislation underpinning Oranga Tamariki activity.
Skills	<ul style="list-style-type: none">– Strong child centred perspective and an enduring focus on improving outcomes for New Zealand's most vulnerable children– Demonstrate understanding and commitment to our Māori cultural framework– Understands and uses mana tamaiti, whakapapa and whanaungatanga to guide practice with tamariki Māori and their whānau

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- Strong interpersonal skills including advocacy and public presentation, with a good understanding of tikanga Māori and te reo Māori
 - Proven experience in dealing with protocol requirements and demonstrates the capability required to enhance mana in both internal and external stakeholders
 - Ability to translate strategic issues of importance to Māori into operational solutions
 - Ability to influence and lead action in areas for which they have responsibility but not line management authority
 - Highly developed time management skills, including the ability to manage conflicting and concurrent activities; and meet tight timeframes
 - Advanced written and oral communication skills and demonstrated ability to convey information and ideas clearly and accurately, in a way that meets the needs of the audience.
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