

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	National Pacific Practice Advisor
Group:	Professional Practice
Reports to:	GM Practice
Location:	Open – based on business need
Direct Reports:	Yes
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 is 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 Pacific Practice team is to lead the development of Pacific specific practice systems, tools, and frameworks using the appropriate methodologies.

The team will also provide specialist expertise and support to other members of the wider Professional Practice Group on issues, methods of engagement and Pacific methodologies.

The purpose of the National Pacific Practice Advisor position is to provide specialist practice leadership and high quality advice to staff working with Pacific children, young people, families and communities. The National Pacific Practice Advisor will champion practice excellence for Pacific people, utilising extensive community networks and in depth knowledge of Pacific models of practice. They will also be responsible for guiding, mentoring and managing the Senior Pacific Practice Advisor.

The National Pacific Practice Advisor sits on the Professional Practice Group leadership team.

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 Pacific perspective– Ensure the voices of intent, the expert and experience, in particular Pacific children, young people and their families inform practice design and advice– Lead the enhancements to practice models/approaches to support improved operational delivery to Pacific children, young people and their families– Work effectively with all parts of the organisation to ensure quality Pacific practice is integrated into projects and initiatives– Where requested, lead or support the design of practice systems, tools, frameworks, standards and guidance– Provide a high level view of Pacific practice issues and themes to inform development and review of practice systems, tools, frameworks and standards– Ensure best practice and learnings are widely disseminated across Oranga Tamariki and in the sector, in particular supporting the building of staff capability– Provide high quality, written reports recommending enhancements and improvement in practice
Strategic leadership	<ul style="list-style-type: none">– Lead the development of robust sustainable practice to improve outcomes for Pacific children, young people and their families– Collaborate with sector partners to support the wider system to achieve improved practice and therefore better outcomes for

	<p>Pacific children and young people</p> <ul style="list-style-type: none"> - Model desired organisational culture and values through own behaviour - Demonstrate understanding of, and commitment to, our Māori cultural framework.
Leadership and management	<ul style="list-style-type: none"> - Ensure a strong focus on outcomes for Pacific children and young people in the work of the Practice team - Manage the structure of the team including the selection and recruitment of direct reports, and the determination of responsibilities and performance standards - Lead your people and engage with others in ways that help us navigate the future - Identify, coach and develop high performing people and teams - Deliver results by making things happen with and through others - Lead in a public service context, contributing to a better New Zealand - Demonstrate leadership characteristics such as honesty, courage, curiosity, resilience, self-awareness and agility - Understand and implement your manager Health, Safety and Security accountabilities - Ensure health, safety and security policies and procedures are understood, followed and implemented by all employees.
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 - Point of contact for external stakeholders on Pacific practice issues - Foster and maintain strong relationships with operational leadership in order to enhance the cultural competence of operations staff.
Risk management	<ul style="list-style-type: none"> - Identify any organisational risks and take action to minimise their impact and escalate where necessary - Effectively manage risks within the group and establish and contribute to the maintenance of a risk management framework.
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

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- 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.
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KEY RELATIONSHIPS

Internal

- Managers and staff in the Professional Practice Group
- Professional Development team
- Operational leaders and managers including Regional, Residence and Site Managers and staff
- Oranga Tamariki senior leaders
- Pacific Unit
- Pacific workforce regional networks
- Safety of Children in Care Unit
- Tamariki Advocate/Voices of Children

External

- Pacific Church, community organisations and other service providers
- Key Government agencies including the Ministry of Social Development, NZ Police, Ministry for Pacific Peoples, Ministry of Education and Ministry of Health
- Accreditation and registration bodies, including the Social Worker Registration Board

QUALIFICATIONS & EXPERIENCE

Qualifications

- 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.

Other requirements

- Willingness to travel within New Zealand to fulfil the requirements of the role.

Experience

- In depth knowledge and experience of the aspirations and needs of Pacific peoples including evidence of involvement in Pacific people's networks
 - In depth knowledge and experience of Pacific people's practice models
 - Direct practice or relevant operational experience
 - Recognised commitment to the promotion of Pacific approaches
 - Experience in a public sector organisation in a role requiring consultation, communication and relationship management skills
 - Credibility with key internal and external stakeholders as a leader in Pacific People's services issues
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- Detailed knowledge of the Vulnerable Children’s Act 2014, Oranga Tamariki Act 1989 and other legislation underpinning Oranga Tamariki activity.
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Skills

- Strong child centred perspective and an enduring focus on improving outcomes for New Zealand’s most vulnerable children
 - Strong interpersonal skills including advocacy, public presentation and fluency in at least one Pacific language
 - Proven experience in dealing with protocol requirements
 - Strengths-based leadership, with the ability to collaborate with others, across the spectrum of Ministerial functions, to achieve mutually agreed goals
 - Ability to translate strategic issues of importance to Pacific Peoples into operational solutions
 - Ability to influence and lead action in areas for which they have responsibility but not line management authority
 - Advanced written and oral communication skills and ability to communicate complex concepts to a range of stakeholders
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