

# POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Principal Advisor, Practice
Group:	Professional Practice
Reports to:	General Manager, Practice
Location:	Wellington
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

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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 contributing to the design of major new areas of practice and operational policy.

The practice group within the PPG leads the functions of practice advice and consultancy, building communities of practice, provision of specialist Māori, disability and Pacific practice leadership, provision and maintenance of quality practice guidance and the design, development and enhancement of practice frameworks, models and tools,

The purpose of the Principal Advisor, Practice position is to provide effective strategic practice advice within the practice group, across the wider Professional Practice Group and throughout the organisation. It is also to support the General Manager Practice in the leadership and delivery of the practice advice and design work programme.

## KEY ACCOUNTABILITIES

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Key Result area	Key Accountabilities
<b>Practice Advice and leadership</b>	<ul style="list-style-type: none"><li>- Provide high quality insight, advice and support to the General Manager Practice and wider practice group to inform priority practice activities and approaches based on evidenced best practice</li><li>- Represent the GM Practice and wider Professional Practice Group appropriately in a range of forums, advisory and steering groups</li><li>- Engage with senior leaders across Oranga Tamariki to advise and resolve complex practice related matters and issues with the support of the wider practice team</li><li>- Provide leadership support, direction and guidance to members of the practice group as required</li><li>- Contribute to the oversight and leadership of the practice group and wider PPGs contribution to the provision of quality advice in response to Ministerial, Chief Executive, OIA and other business group requests</li></ul>
<b>Work Programme</b>	<ul style="list-style-type: none"><li>- Support the leadership and development of work activities for which the General Manager Practice has a strategic leadership and delivery role</li><li>- Provide practice influence and leadership to inform priority activities within other business groups and across the Oranga Tamariki operating model</li><li>- Support team members to identify, address and overcome barriers in the completion of initiatives and deliverables by facilitating decision making</li><li>- Contribute to the support and leadership of critical functions to support the development and design of practice resources</li></ul>

Key Result area	Key Accountabilities
	including the Practice Centre
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<b>Cultural competence</b>	<ul style="list-style-type: none"> <li>- Recognise bicultural partnership in Aotearoa New Zealand and reinforce the values, rights and mana of Māori, underpinned by the principles of Te Tiriti o Waitangi</li> <li>- Promote Māori practice perspectives and knowledge in the provision of advice and decision making within the practice group</li> <li>- Promote enhancements to practice models/approaches which support improved service delivery to tamariki Māori and their whānau</li> <li>- Promote the embedding of our Māori cultural framework across the work of the wider Practice group</li> <li>- Promote the embedding of mana tamaiti, whakapapa and whanaungatanga across the work of the wider Practice Group</li> <li>-</li> </ul>
<b>Risk management</b>	<ul style="list-style-type: none"> <li>- Identify any organisational risks and take action to minimise their impact</li> <li>- Effectively manage and escalate risks and propose appropriate mitigation where necessary.</li> </ul>
<b>Being part of the Oranga Tamariki team</b>	<ul style="list-style-type: none"> <li>- 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</li> <li>- Proactively look for opportunities to improve the operations of Oranga Tamariki</li> <li>- From time to time, you may be required to perform other reasonable duties as requested by your manager</li> <li>- Comply with and support all health and safety policies, guidelines and initiatives</li> <li>- Ensure all incidents, injuries and near misses are reported into our H&amp;S reporting tool</li> <li>- Comply with all legislative and regulatory requirements, and report any breaches as soon as they become known</li> <li>- Adhere to all Oranga Tamariki procedures, policies, guidelines, and standards of integrity and conduct</li> <li>- Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these into your work.</li> </ul>

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## KEY RELATIONSHIPS

<b>Internal</b>	<ul style="list-style-type: none"> <li>- General Managers and other senior managers</li> <li>- Delivery leaders and managers including Regional, Residence and Site Managers</li> </ul>
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External	<ul style="list-style-type: none"> <li>- PPG leadership team and staff, particularly within the Practice group</li> <li>- Ministerial Services, Chief Executive's Office</li> <li>- Tamariki Advocate and team</li> <li>- Safety of Children in Care Unit</li> <li>- Oranga Tamariki staff</li> </ul>
	<ul style="list-style-type: none"> <li>- Key Government agencies including the Ministry of Social Development, NZ Police, Ministry of Education and Ministry of Health</li> <li>- External bodies involved with independent review of Oranga Tamariki</li> </ul>

## QUALIFICATIONS & EXPERIENCE

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<b>Qualifications</b>	<ul style="list-style-type: none"> <li>- A tertiary qualification or equivalent relevant experience is essential. Social work qualification and registration is preferred.</li> </ul>
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>- Willingness to travel within New Zealand to fulfil the requirements of the role.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>- Demonstrated extensive understanding of and experience in statutory social work practice, and relevant related social service experience</li> <li>- Experience in a public sector organisation in a role requiring consultation, communication and relationship management skills at a senior level</li> <li>- Detailed knowledge of the Vulnerable Children's Act 2014, Oranga Tamariki Act 1989 and other legislation underpinning Oranga Tamariki activity, and the role and function of independent review agencies.</li> <li>- Demonstrated leadership of or significant contribution towards complex and critical projects or programmes of work</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>- Ability to influence, negotiate and persuade across group and service boundaries to achieve desired outcomes</li> <li>- Proven relationship management experience, engagement and influencing, and networking skills, including the ability to establish and maintain effective working relationships across all levels of an organisation, and externally</li> <li>- Highly developed time management skills, including the ability to manage conflicting and concurrent activities; and meet tight timeframes</li> <li>- 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</li> <li>- Strong child centred perspective and an enduring focus on improving outcomes for New Zealand's most vulnerable children.</li> <li>- Demonstrate a commitment to and respect for the Treaty of</li> </ul>

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