

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Practice Leader - Site
Group:	Services for Children
Reports to:	Site Manager
Location:	Sites
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're introducing 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 Practice Leader role is integral to strengthening practice within sites. The role works as part of a wider team to provide professional leadership, influence and direction in order to maintain and enhance the level of practice excellence and capability. The wider team consists of Site Managers, Youth Justice Managers and Social Work Supervisors, supported by Regional and National Advisory/Consultancy staff.

The primary purpose of this role is to act:

- To ensure a clear focus on key strategic practice priorities.
- To lead the transfer of knowledge and our evidence base to site practice.
- To ensure the strengthening of practice competency on site.
- To work with the Site/Youth Justice Manager to ensure professional site plans are appropriate and facilitated.
- To support the provision of quality professional supervision.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Lead Professional Practice	<ul style="list-style-type: none">- Ensure a clear focus on key strategic practice priorities.- Lead, influence, and support Supervisors and Social Workers to exercise professional expertise, decision making and judgement while/and remaining independent of case work decision making.- Provide professional supervision, mentoring and support to Supervisors.- Identify patterns of practice at a local level through quality assurance mechanisms, including case reviews and providing feedback and analysis to Social Workers and Supervisors of findings/patterns/trends. Identify areas needing practice improvement and work with the Site/Youth Justice Manager to implement strategies/plans to strengthen practice.- Ensure practice policies are promoted, enhanced and adhered to.- Ensure that all activities maximise the key principles identified in the Oranga Tamariki Act 1989.- Support managers on activities to lift the quality of social work practice and outcomes for tamariki, through quality assurance insights and reporting.- Lead, in conjunction with the Site/Youth Justice Manager, as part of the workforce planning process, the development, implementation and evaluation of the site Professional Development Plan.
Build Site Capability	<ul style="list-style-type: none">- Mobilise, in conjunction with workforce development staff, local opportunities for continuing professional development that will give effect to site and individual Professional Development Plans.- Provide leadership and influence to facilitate transfer of learning from training and other learning opportunities.- Support the development of quality supervision and strengthen the

	<p>climate of critical thinking and reflective supervision on site.</p> <ul style="list-style-type: none"> - Support supervisors to induct new staff into the Oranga Tamariki practice centre and maintain knowledge currency within the site. - Support the Site Manager in the establishment and functioning of effective Care and Protection Resource Panels. - Work in partnership with Office of the Chief Social Worker/Director of Professional Practice team members to understand the learning needs and capability at site level and respond to particular needs.
Site Responsibilities	<ul style="list-style-type: none"> - As a member of the management team, provide collective responsibility for the management and direction of service delivery performance. - Identify trends and developments in practice and, in conjunction with Regional Practice Advisors and Site/Youth Justice Managers, apply a continuous improvement approach to service delivery. - Escalate service delivery risks to Site/Youth Justice Manager as needed. - Ensure that activities comply with all relevant legislation and ethical and industry standards.
Regional Responsibilities	<ul style="list-style-type: none"> - Provide peer support to other Practice Leaders and take collective responsibility for the development and monitoring of social work practice. - Contribute and support national and regional service delivery performance, systems and practice improvement initiatives. - Build regional capability in social work best practice in conjunction with other Practice Leaders, Practice Advisors and other relevant regional staff.
Leadership and management	<ul style="list-style-type: none"> - Future builder - help staff and the organisation navigate the future - People builder – develop people and identify talent - Deliverer - make things happen, with and through others - Steward - lead in a public service context, contributing to a better New Zealand
Being part of the Oranga Tamariki team	<ul style="list-style-type: none"> - Actively and positively participate as a member of the team - 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 Health & Safety 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 commitment to the Treaty of Waitangi and respect

and incorporate these into your work.

KEY RELATIONSHIPS

- Internal**
- Youth Justice Manager
 - Supervisors/Social Workers
 - Manager Caregiver Support
 - Practice Advisor
 - Other Practice Leaders, Advisors and Specialists
 - Care Protection/Youth Justice Co-ordinators
 - Other Site Office staff
 - Residence Managers and staff
 - Adoptions staff
 - Contact Centre
 - Chief Social Worker and staff
 - Service Support staff
 - Organisation Development and Learning and Development teams
 - Other Oranga Tamariki staff.
- External**
- External Stakeholders

QUALIFICATIONS & EXPERIENCE

- Qualifications**
- A relevant tertiary qualification in social work is essential.
 - Current registration with the Social Worker Registration Board.
 - A current, "clean" driving licence is essential.
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- Experience**
- Extensive experience in a supervisory or advisory role within a service delivery operation in social work services or comparable organisation.
 - Demonstrated evidence of practice leadership.
 - Knowledge and/or experience of contemporary issues in social services delivery.
 - Demonstrated experience in the provision of high quality professional supervision
 - Demonstrated commitment to the knowledge base underpinning Oranga Tamariki practice (the practice frameworks) and the ability to communicate this effectively to others.
 - Demonstrated experience in managing complex practice and casework.
 - A sound knowledge of relevant legislation.
 - Experience in leading and managing change.
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Skills

- An ability to influence action in areas for which they have responsibility but not line management authority.
- Ability to strengthen critical reasoning resulting in sound decision making.
- Strengths-based leadership, with the ability to collaborate with others across the spectrum of regional functions, to achieve mutually agreed goals.
- Building and maintaining rapport with others based on their own integrity and honesty, demonstrating effective interpersonal skills.
- Understanding and appreciation of cross cultural issues and concerns, in particular, knowledge of tikanga Māori, and Pacific peoples' culture.
- Commitment towards positive outcomes for children, young people and their families.
- An ability to work to resolve conflicts or difference by finding areas of agreement that benefit the organisation and individuals.
- An understanding of the social services environment and the complexity of pressures that can impact on staff.
- Resiliency and ability to recover from setbacks and work under pressure.
- Experience in leading and managing change.
- Excellent verbal, written and interpersonal communication skills; ability to communicate complex ideas to a variety of audiences.
- Appreciation of the political aspects of the work of Oranga Tamariki.
- Computer literate

Other

- Regular travel on official business around the Region will be required and some travel within NZ may also be required.
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