

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children

Title:	Regional Planning & Development Lead
Group:	Youth Justice Services
Reports to:	Manager Youth Justice Community Placements
Location:	As specified
Direct Reports:	No
Budget:	No

OUR ORGANISATION

About us

Oranga Tamariki—Ministry for Children is a new 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 purpose of this role is to lead and manage the regional implementation of the Youth Justice community-based placement programme. The Regional Planning & Development Lead will ensure consistency across services and providers, advocate access to services for young people in communities, and make certain that services contribute to restoring the mana of young people.

The focus of Youth Justice community-based placements is to provide safe placements, support young people to maintain relationships with whānau, ensure placement provision is capable of providing services that meet a range of identified needs and to provide effective transition after a placement.

The Regional Planning & Development Lead will develop and implement their regional Youth Justice work programme under the guidance of the Manager Youth Justice Community Placements. Relationship management is a critical component of this role, with the expectation of working closely with internal and external stakeholders.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Engagement Planning and Implementation	<ul style="list-style-type: none"> – Lead and manage the Youth Justice work programme within your region – Deliver and implement on the agreed programme of work with the support of Manager Youth Justice Community Placements – Manage the prioritisation of engagement consistent with the needs of the business, alongside key stakeholders including prominent Iwi and Māori leaders and groups within your region
Project Support	<ul style="list-style-type: none"> – Support and lead the development and implementation of the Youth Justice community placements and remand programme within the specified region – Provide advice and support to managers as part of the implementation of new programmes – Maximises opportunities to partner with approved iwi and cultural service providers to co-design, develop and deliver on the agreed programme of work – Support whānau, hapū and iwi relationships. – Ensures placement provision is capable of providing services that meet a range of identified needs – Ensures that services meet or exceed the standards and principles contained in the Vulnerable Children's Act 2014, Oranga Tamariki Act 1989, the Oranga Tamariki (Residential Care) Regulations 1996 and the Code of Practice Residential Services (1996).
Stakeholder Management	<ul style="list-style-type: none"> – Foster strong community relationships, ensuring the knowledge and understanding of Youth Justice Services and the role of supporting and nurturing the young – Take a lead role in establishing and developing relationships with Māori, mana whenua, local iwi, Pacifica, providers and other

Key Result area	Key Accountabilities
	<p>groups delivering services to young people in community based youth justice placements within your region</p> <ul style="list-style-type: none"> – Role model good tikanga to enhance youth justice practice.
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 – Perform any other duties as needed by Oranga Tamariki – 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 – Commitment to the Treaty of Waitangi and respect and incorporate these into your work.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> – Director Youth Justice Transformation – Regional Planning and Development Leads – Regional Managers Youth Justice – Residence Managers – Site Managers Youth Justice – Partnering for Outcomes (National and Regional) – Legal – Property – Communications – Oranga Tamariki
External	<ul style="list-style-type: none"> – Whānau, hapū, local iwi and cultural services – Service Providers – Ministry of Justice – Police – Department of Corrections – Ministry of Education – Ministry of Health – Local Councils

QUALIFICATIONS & EXPERIENCE

Qualifications	<ul style="list-style-type: none"> – A relevant tertiary qualification is desirable – A current clean NZ Driver Licence, Class 1 Motor Vehicle, is
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	essential.
Experience	<ul style="list-style-type: none"> - Experience in working with people from diverse cultural backgrounds, in particular Māori and Pacific people - Knowledge of working appropriately with whānau, hapū, iwi and other cultural groups - Ability to apply the principles of the Treaty of Waitangi and the Children, Young Person's and Their Families Act 1989 - Sound understanding and knowledge of te reo me ona tikanga - Sound successful experience at a leadership or management level in the operations and service delivery aspects of the social services sector within Oranga Tamariki or a comparable organisation - Sound understanding of, and preferably experience in, working within the statutory obligations of Oranga Tamariki; and a strategic overview of the business of Government and the State Sector environment - Demonstrated ability to work in collaborative peer and other stakeholder relationships - Experience in the development, preparation and monitoring of service delivery performance measures and of reporting against these - Knowledge regarding the correlates of youth offending, trends and patterns and demonstrated skill to identify strategies or interventions to reduce the rate of re-offending - Project Management leading and development - Task and results oriented - Self-starter; ability to work autonomously - Politically astute
Skills and behaviours	<ul style="list-style-type: none"> - Understanding and appreciation of cross cultural issues and concerns, in particular, knowledge of tikanga Māori, and Pacific peoples' culture - Responds to and meets the needs of Māori and Pacifica - Ability to be connected to and supported by cultural communities - Ability to engage and work effectively in collaboration with Māori, whānau, hapu, local iwi, and the Pacific Island community - A clear desire to be instrumental in the success of Oranga Tamariki's dedicated youth justice service. This includes being clear about the youth justice direction and being able to motive and influence existing and new staff members towards the vision - Excellent verbal, written and interpersonal communication skills. - Ability to communicate complex ideas to a variety of audiences and build and maintain rapport with others - The ability to collaborate with others, internally and externally, to achieve mutually agreed goals - Willingness to try new approaches, including off site or co-location team approaches

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- Understanding of the justice and social services delivery environment
 - Ability to build and maintain rapport with others based on their own integrity and honesty, demonstrating effective interpersonal skills
 - Commitment towards positive outcomes for children, young people and their families
 - Ability to anticipate and resolve problems making decisions based on risk management analysis
 - Ability to manage sensitive and confidential information in an appropriate manner.
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