

# POSITION DESCRIPTION

## Oranga Tamariki—Ministry for Children

Title:	Senior 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 function 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 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 team will provide specialist expertise and support to the Professional Practice Group, and across Oranga Tamariki, on issues, methods of engagement and Māori methodologies.

The purpose of the Senior Māori Practice Advisor is to provide specialist practice advice and support to the Professional Practice Group and to support and participate in the development of practice that focuses on tamariki and rangatahi Māori and their whānau utilising indigenous and bicultural research. The role will support service delivery in the on-going development of cultural competence in working with tamariki Māori and their whānau.

## KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
<b>Enhancing the quality of practice</b>	<ul style="list-style-type: none"><li>– Provide high quality advice on professional practice from a Māori perspective</li><li>– Contribute to enhancements to practice models/approaches to support improved service delivery to tamariki Māori and their whānau</li><li>– Contribute to the development of training programmes and frameworks to enable on-going development of capability</li><li>– Undertake investigations of high profile cases and provide expert advice on precedent setting cases as required</li><li>– Provide specialist input to programme development through participation in appropriate internal forums and contribution to strategic thinking</li><li>– Promote continuous improvement in practice quality through analysing internal and external data relating to service delivery to Māori</li><li>– Understands and uses mana tamaiti, whakapapa and whanaungatanga to guide practice with tamariki Māori and their whānau</li><li>– Demonstrate understanding of, and commitment to, our Māori cultural framework</li><li>– Contribute to the writing of timely, accurate and complete reports to management and the wider organisation</li></ul>
<b>Mentoring and leadership</b>	<ul style="list-style-type: none"><li>– Support and assist the wider organisation in all aspects of Māori practice</li><li>– Demonstrate the behaviour of a leader: creating a supportive and</li></ul>

Key Result area	Key Accountabilities
	positive environment, helping others develop and achieve, and acting in the interests of the Professional Practice Group.
<b>Relationship management</b>	<ul style="list-style-type: none"> <li>– Develop, maintain and build effective working relationships with key stakeholders and Ministry staff, particularly those who lead service design and practice development</li> <li>– Foster and maintain strong relationships with service delivery leadership in order to enhance the cultural competence of service delivery staff</li> <li>– Model desired organisational culture and values through own behaviour.</li> </ul>
<b>Risk management</b>	<ul style="list-style-type: none"> <li>– Identify any people related and/or organisational risks and take action to minimise their impact</li> <li>– Effectively identify 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>

## KEY RELATIONSHIPS

<b>Internal</b>	<ul style="list-style-type: none"> <li>– Managers and staff in the Professional Practice Group</li> <li>– Service delivery managers and staff</li> <li>– Oranga Tamariki senior leaders</li> <li>– Key Māori roles in Oranga Tamariki</li> <li>– Māori leadership groups</li> <li>– Tamariki Advocate/Voices of Children</li> <li>– Children in Care Unit</li> </ul>
<b>External</b>	<ul style="list-style-type: none"> <li>– Iwi and Māori service providers and other organisations</li> </ul>

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- 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

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<b>Qualifications</b>	<ul style="list-style-type: none"> <li>– 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.</li> <li>– A clean, current driver's licence and a willingness to drive Oranga Tamariki vehicles.</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>– Recognised commitment to te Ao Māori and the promotion of tikanga and te reo Māori</li> <li>– Successful experience in managing stakeholder relationships</li> <li>– Knowledge of business processes and the dynamics of the delivery activities of the business lines of Oranga Tamariki</li> <li>– Practice expertise in Oranga Tamariki service delivery</li> <li>– In depth knowledge and experience of the aspirations and needs of Māori including evidence of involvement in Māori networks</li> <li>– Knowledge and experience of Māori approaches to social service provision</li> <li>– Detailed knowledge of the Vulnerable Children's Act 2014, Oranga Tamariki Act 1989 and other legislation underpinning Oranga Tamariki activity.</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>– Strong child centred perspective and an enduring focus on improving outcomes for New Zealand's most vulnerable children</li> <li>– Strong interpersonal skills including advocacy and public presentation with a good understanding of tikanga Māori and te reo Māori</li> <li>– Proven experience in dealing with protocol requirements</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> </ul>

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