

# POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Senior Pacific Practice Advisor
Group:	Professional Practice
Reports to:	National Advisor Pacific Practice
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

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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 Senior Pacific Practice Advisor position is to contribute to, and support the provision of, high quality advice to staff working with Pacific children, young people, families and communities. This position will champion practice excellence for Pacific people, utilising community networks and in depth knowledge of Pacific models of practice.

## KEY ACCOUNTABILITIES

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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 Pacific perspective</li><li>– Contribute to the development of Pacific specific practice systems, tools, frameworks and guidance to ensure the development of robust sustainable practice that leads to improved outcomes for Pacific children, young people and their families</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></ul>
<b>Stakeholder relationships</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 operational leadership in order to enhance the cultural competence of operational staff</li><li>– Model desired organisational culture and values through own behaviour.</li></ul>
<b>Mentoring and leadership</b>	<ul style="list-style-type: none"><li>– Mentor, support and assist other members of the Professional Practice Group in all aspects of Pacific practice</li><li>– Demonstrate the behaviour of a leader: creating a supportive and positive environment, helping others develop and achieve, and acting in the interests of the Professional Practice Group</li><li>– Support the Manager in their leadership of the team by identifying opportunities to share leadership challenges and by becoming a natural source of advice and support for team members.</li></ul>

<b>Key Result area</b>	<b>Key Accountabilities</b>
<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 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</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>- Professional Development team</li> <li>- Operational managers and staff</li> <li>- Pacific workforce regional networks</li> <li>- Pacific Unit</li> <li>- Children in Care Unit</li> <li>- Tamariki Advocate/Voices of Children</li> </ul>
<b>External</b>	<ul style="list-style-type: none"> <li>- Pacific Church, community organisations and other service providers</li> <li>- Key Government agencies including the Ministry of Social Development, NZ Police, Ministry for Pacific Peoples, Ministry of Education and Ministry of Health</li> </ul>

## QUALIFICATIONS & EXPERIENCE

<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>
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**Experience**

- In depth knowledge and experience of the aspirations and needs of Pacific peoples including evidence of involvement in Pacific Peoples networks
- Knowledge and experience of Pacific peoples' practice models
- Direct practice or relevant operational experience
- Recognised commitment to the promotion of Pacific approaches
- Demonstrated ability to work in collaborative peer and other stakeholder relationships
- 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
  - Demonstrate commitment to understanding and delivering to our Māori cultural framework
  - Highly developed time management skills, including the ability to manage conflicting and concurrent activities; and meet tight timeframes
  - 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
  - Strong interpersonal skills including advocacy, public presentation and fluency in at least one Pacific language
  - Proven experience in dealing with protocol requirements
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