

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Senior Practice Design Advisor
Group:	Professional Practice
Reports to:	Manager, Practice Design
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 Practice team is to provide high quality advice and lead the design, development and review of practice systems, tools, frameworks and guidance to support the delivery of high quality professional practice throughout Oranga Tamariki.

The purpose of the Senior Practice Design Advisor position is to provide specialist practice expertise for the design and enhancement of practice frameworks models and tools. This role will contribute to the design of major new areas of practice (for example Transition Support Service, Intensive Intervention), ensuring that practice standards are reflected and that mana tamaiti, whakapapa and whanaungatanga are encapsulated.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Practice design	<ul style="list-style-type: none">- Research, assess and provide advice on external (international and national) practice methodologies and models to improve services for children, young people and their whānau- Develop and design new practice that reflects international and national research and best practice- Develop, document and maintain practice design standards that embody the principles of the Oranga Tamariki Act 1989- Develop and amend content in the Practice Centre and other forms of practice guidance- Provide practice design support and guidance in the planning and design phases of new projects and initiatives- Work effectively with all parts of the organisation to ensure practice standards are incorporated, including providing advice and sign-off of practice related content in both learning materials and other Oranga Tamariki policies- Utilise internal research and evaluation to identify opportunities for improvement to practice when working with tamariki and their whānau- Contribute to the coordination of practice design across the wider Professional Practice Group.- Support the implementation of service tools and thinking in operational delivery by participating in the development or modification of IT and other practice tools.
Business engagement, advice and support	<ul style="list-style-type: none">- Liaise with, support and advise other staff in the Professional Practice Group in all aspects of practice design- Participate in project teams, instilling the confidence and discipline to explore innovative practice design solutions that are

Key Result area	Key Accountabilities
	<p>fit for purpose</p> <ul style="list-style-type: none"> - Work to raise the profile of excellent practice design across the organisation - Write progress reports, requirements, documentation and presentations as required, that are timely, accurate and complete.
Cultural competence	<ul style="list-style-type: none"> - Ensure practice design and advice reflects our Māori cultural framework and where necessary seek guidance and feedback about this - Demonstrate understanding of, and commitment to, our Māori cultural framework
Relationship management	<ul style="list-style-type: none"> - Represent the Professional Practice Group on other projects including being part of working groups - Facilitate meetings with key stakeholders to develop and test appropriate practice frameworks, standards and guidelines.
Risk management	<ul style="list-style-type: none"> - Identify any people related and/or organisational risks and take action to minimise their impact - Effectively identify and escalate risks and propose appropriate mitigation where necessary.
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 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 - Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these into your work.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> - Managers and staff in the Professional Practice Group - Professional Development team - Children in Care Unit - Tamariki Advocate/Voices of Children - Projects, Operational Policy and Service Design teams - Operational delivery leaders and managers including regional,
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- residence and site managers
 - Oranga Tamariki staff
- External**
- Key Government agencies including the Ministry of Social Development, NZ Police, Ministry of Education and Ministry of Health
 - Key non-government organisations
 - Academics and researchers

QUALIFICATIONS & EXPERIENCE

- Qualifications**
- 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.

- Experience**
- Direct practice or relevant operational delivery experience
 - Demonstrated experience in the development of professional practice frameworks and standards
 - Demonstrated background in roles with a particular focus on enhancing the quality of services and practices for tamariki and their whānau
 - Knowledge and/or experience of contemporary issues in social services delivery
 - Experience in a public sector organisation in a role requiring consultation, communication and relationship management skills
 - Project management experience in a relevant field.

- Skills**
- Strong child centred perspective and an enduring focus on improving outcomes for New Zealand's most vulnerable children
 - Ability to influence, negotiate and persuade across group and service boundaries to achieve desired outcomes
 - Advanced written and oral communication skills and ability to communicate complex concepts to a range of stakeholders
 - Commitment to culturally responsive services and practices for Māori, Pacific people and other cultures.
 - Analytical skills
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