

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Kairaranga a whānau
Group:	Services for Children and Families
Reports to:	Site Manager
Location:	As specified
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 a

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:

- Support tamariki and rangatahi to be well connected to their whānau
- Support social workers and co-ordinators to identify whānau, hapu and iwi relationships for tamariki and whānau
- Organise and facilitate hui-a-whānau, especially prior to Family Group Conferences
- Assist tamariki, rangatahi and whānau to be well prepared to participate in all whānau decision making processes
- Where appropriate, support whānau to identify those within the whānau who may be able to offer care to tamariki and rangatahi
- Support cultural capability building within the site, in partnership with site manager and practice leaders
- Develop and maintain relationships with tangata whenua and key members of other cultural groups.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Undertaking whānau/whakapapa searching	<ul style="list-style-type: none">– Building relationships with whānau, hapu and iwi– Ensuring that whānau, hapu and iwi are identified and where appropriate recorded for tamariki and rangatahi– Supporting colleagues to identify whānau members who are able to support or offer care to tamariki and rangatahi
Improving participation in whānau decision making processes	<ul style="list-style-type: none">– Supporting whānau to participate in whānau decision making processes, including Family Group Conferences and hui-a-whānau– Supporting tamariki and rangatahi to have a voice in whānau decision making processes
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– Commitment to the Treaty of Waitangi and respect and incorporate these into your work.

KEY RELATIONSHIPS

Internal

- Care and Protection Co-ordinator
- Youth Justice Co-ordinator
- Social Workers
- Caregiver Social Workers
- Practice Leader
- Social Worker Supervisors
- Social Work Resource Assistants
- Cultural Advisor/Site Kaumatua
- Senior Advisor
- Care & Protection Resource Panel
- Care Leadership Team
- Other Oranga Tamariki Staff

External

- Whānau/Hapū/Iwi
- Māori Communities, for example Māori Wardens, Māori Women's Welfare League, Marae, Iwi Social Services,
- Cultural Authorities, for example Pacifica Trust & Others
- Government Agencies and NGOs.
- Local community networks

QUALIFICATIONS & EXPERIENCE

Qualifications

- A clean, current driver's licence is essential.

Experience

- Working with tamariki, rangatahi and whānau
- Working with people from diverse cultural backgrounds, in particular Māori and Pacifica
- Working with whānau, hapū, iwi and other cultural groups, to gather knowledge of whakapapa
- Working with whānau groups.

Skills

- Have a good understanding and knowledge of te reo me ona tikanga.
- Excellent communication and engagement skills.
- Ability to communicate complex ideas to a variety of audiences and build and maintain rapport with others
- Sensitivity towards Māori, Pacific Peoples and other cultures
- Have established relationships and networks with local Iwi, Marae and community.
- Ability to apply the principles of the Treaty of Waitangi and the Oranga Tamariki Act 1989.

POSITION COMPETENCIES

Competency	Description of success profile behaviour
We champion the rights and interests of tamariki	<ul style="list-style-type: none"> - Engage with and supports children in a manner that promotes their rights and respects their dignity - Commits too applying the least intrusive intervention necessary to protect vulnerable children and understand the impact of removing children from their homes and families
We work in a child centred way	<ul style="list-style-type: none"> - Understands and uses mana tamaiti and kaupapa Māori to guide practice with Māori children and young people
We empower tamariki	<ul style="list-style-type: none"> - Recognise the importance of presenting genuine choices to children and being honest and open about the weight of their opinions and wishes - Involves children in decision making - Helps children to express what they are experiencing, feeling and to describe their world
We work effectively with whānau, hapu and iwi	<ul style="list-style-type: none"> - Respects the mana of people by building respectful relationships with whānau, hapu, iwi and the wider community, acknowledging their expertise and enabling whānau, hapu and iwi to participate in decisions about Māori children and young people - Values whakapapa, cultural narratives, and the cultural wisdom embedded in Māori ideological and philosophical beliefs, to the empowerment of Māori. - Respects and strengthens the voices and aspirations of Māori by championing and modelling the use of Māori cultural practices. - Respects the roles and dynamics of whānau, hapu and iwi and extended family networks.
We empower parents, family, whānau and caregivers	<ul style="list-style-type: none"> - Works in partnership with parents, families, whānau and caregivers to maintain parental responsibility wherever appropriate. - Commits to challenging parents, families, whānau and caregivers where it is in the best interest of their child to do so. - Recognises the right of parents, family, whānau and caregivers to information about their children, unless it is judged to be not in the best interests of the child. - Engages with parents, family, whānau and caregivers using trauma-informed practices and approaches. - Advocates, when appropriate, to other organisations and organisational leaders on behalf of parents, family, whānau and caregivers. - Values whakapapa and understands the role that parents, family, whānau and caregivers have in the decision-making for their tamariki.

Competency	Description of success profile behaviour
We work collaboratively	<ul style="list-style-type: none"> - Recognises the criticality of collaborative working where it is in the best interests of the child. - Recognises that responsibility for children is on-going, carries across the process of referral, but also recognises the ethical and competency boundaries of their role. - Partners with other children’s workers to create shared assessments of need, make joint decisions, plan together, and deliver agreed next steps to achieve good outcomes for children. - Understands that there are different perspectives, theories and drivers across the children’s workforce, but is confident to challenge situations with considered questions. - Understands children’s services in their community, and how to help children and their parents, family, whānau and caregivers to access them (including the appropriate referral pathways). - Uses common tools, processes and procedures for collaborative working. - Understands the assessment framework principles and processes - Networks with other children’s workers to grow knowledge and improve practice.
We communicate effectively with parents, family, whānau and caregivers	<ul style="list-style-type: none"> - Creates positive group dynamics, seeks solutions, and demonstrates the different roles of supporting, leading and facilitating when working with parents, family, whānau and caregivers. - Have conversations with parents, families, whānau and caregivers about personal issues or circumstances where these may be contributing to the vulnerability of their child or children. - Engages with parents, families, whānau and caregivers about potential intimate partner or family violence, connecting this if necessary to the vulnerability of their children.