

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Practice Advisor - Caregiver Recruitment and Support
Group:	Care Services
Reports to:	Operations Manager - Caregiver Recruitment and Support
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 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 Caregiver Recruitment & Support (CGRS) team is part of the Care Services team. We are responsible for providing stable loving homes for tamariki. We embrace the principles of mana tamaiti, whakapapa and whanaungatanga. We put caregivers at the centre of everything we do. We are entirely committed to delivering excellence in the caregiver journey.

The role of the Practice Advisor is responsible for providing practice guidance and professional oversight of the caregiver recruitment and support service as well as building the capability of practitioners.

The Practice Advisor is a key role and a critical quality practice link for Oranga Tamariki, integral to strengthening practice across regional and national levels. Linking into the Office of the Chief Social Worker – Director Professional Practice team, this role will provide the Care Support Team with high quality and consistent professional practice advice that supports practitioners and Managers to achieve good outcomes for children and young people.

The role provides leadership and direction to build professional practice capability across the Caregiver Recruitment and Support Services Team making sure quality practice is a continuous focus for the whole organisation. This includes leading the development and implementation of new practices and ways of working across Oranga Tamariki; promoting quality practice, continuous improvement and learning in social work and professional practice; monitoring international and national trends in research.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Practice Analysis and Advice	<ul style="list-style-type: none">– Provide up to date and high quality advice on professional practice to the Caregiver Recruitment and Support Operations Managers, Caregiver Recruitment and Support Managers and other senior managers across Oranga Tamariki.– Provide trend analysis information regarding practice gaps to the Caregiver Recruitment and Support Operations.– Work closely with the Practice Advisor Adoption Service.– Provide the strategic view of practice issues and themes to the Office of the Chief Social Worker-Director Professional Practice and will have a close professional relationship with Regional Practice Advisors with a focus on quality improvement.– Co-ordinate practice requests from the Chief Social Worker-Director Professional Practice and other individuals.– Ensure participation in and contribution to Oranga Tamariki and OCSW-DPP practice initiatives.– Provide advice and undertake reviews of practice as requested.
Professional Leadership	<ul style="list-style-type: none">– Provide professional supervision, mentoring and support to leaders of practice.– Work closely with Practice Leaders in relation to practice matters involving sites.– Provide practice oversight and advice for practitioners working in the adoption area and with caregivers regarding complex cases.

Key Result area	Key Accountabilities
Build Capability	<ul style="list-style-type: none"> - Provide professional practice leadership and influence across the Caregiver Recruitment and Support Services (CGRS) Team, TCGRS Managers, and Supervisors to ensure that practice decisions reflect the Oranga Tamariki values across the country. Provide caregiving advice to Practice Leaders, Senior Advisors, Executive Managers, Team Leaders and other leaders of practice and leadership in the regions in collaboration with the International Casework team to ensure safe sound practice where cases have an international component. - Take a leading role in raising the profile of excellent practice within the regions including externally. - Contribute to development of new practice and policy initiatives. - Facilitate and champion the introduction of new practice initiatives. - Future builder - help staff and the organisation navigate the future - People builder – develop people and identify talent - Deliverer - make things happen, with and through others - Steward - lead in a public service context, contributing to a better New Zealand - Understand and implement Health, Safety and Security accountabilities - Ensure health, safety and security policies and procedures are understood and followed.
Regional Responsibilities	<ul style="list-style-type: none"> - Be the thinking, influencing stream to the CGRS Operations Managers. - Develop links with Professional Development to ensure that training and professional development meet national, regional and individual needs. - Develop links with Quality Systems to ensure that quality assurance meets Oranga Tamariki priorities. - Lead, support and develop quality professional practice across the regions. - Identify 'best practice' or innovative practice and facilitate the expansion of this across the regions. - Provide consultancy service and support for the promotion of practice excellence. - Provide peer support to other Practice Advisors and take collective responsibility for the development and monitoring of professional practice. - Support consistency of operational and professional practice across the region in accordance with all relevant legislation and Oranga Tamariki organisational policy. - Support regional capability development in professional practice. - Ensure that activities comply with all relevant legislation and

Key Result area	Key Accountabilities
	ethical and industry standards.
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"> - CGRS Operations Managers - Office of Chief Social Worker-Director Professional Practice Team - Quality Assurance Team - Regional Managers - Senior Advisors Regional - Site Managers - Managers Caregiver Support and Operations Managers CGRS - Other Practice Advisors - Practice Leaders - Executive Managers - Team Leaders - Operational policy group - Hospital Liaison social workers - Team Leaders - Regional Child Disability Advisors - Solicitors and Litigation Managers - Contact Centre Managers
External	<ul style="list-style-type: none"> - Independent advocacy service - Other key agencies, including the Ministry of Health, Police - Key Iwi and NGOs working with children

QUALIFICATIONS & EXPERIENCE

Qualifications	<ul style="list-style-type: none">- A relevant tertiary qualification in social work is mandatory.- A clean, current full driver's licence is essential.- Current registration (or working towards) with the Social Work Registration Board.- Annual Practice Certificate for Registered Social Workers
Other requirements	<ul style="list-style-type: none">- Willingness to travel within New Zealand to fulfil the requirements of the role
Experience	<ul style="list-style-type: none">- In depth working knowledge and experience of the Adoption Act 1955, Adult Adoption Information Act 1985, the Adoption (Intercountry) Act 1997 the Care of Children Act 2004, Oranga Tamariki Act 1989 and other legislation underpinning Oranga Tamariki activity.- Demonstrated social work background including front line practice and knowledge – adoption and care and protection.- Leadership in championing quality practice and providing advice and support.- Working collaboratively across the Children's Workforce.- Leading and implementing new practice and initiatives.- Demonstrated experience in the provision of high quality professional supervision.- Experience in leading reviews of practice and advising professional staff of approach in complex cases.
Skills	<ul style="list-style-type: none">- Excellent verbal, written and interpersonal communication skills.- Ability to communicate complex ideas to a variety of audiences.- Conceptual and analytical thinking.- Building and maintaining effective relationships with others.- Cultural competence in working with Māori, Pacific Peoples and other cultures.