

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Regional Learning Advisor
Group:	Corporate Services
Reports to:	Manager Learning Delivery Manager North/South
Location:	Open - subject to business needs
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 purpose of the Corporate Services Group is to ensure that our workforce are supported with high quality and efficient systems and services that allow them to put tamariki first. We provide support in the areas of people and leadership, professional development, technology and channels, funding and performance, governance and assurance, and infrastructure and commercial.

The purpose of the Professional Development team is to strengthen people and organisational capability through developing initiatives, systems and processes to grow the professional development and practice leadership dimensions of capability across the workforce of Oranga Tamariki.

The purpose of the Regional Learning Advisor position is to work closely with, providing advice and support to operational delivery managers and their teams across all service lines. They will undertake capability needs assessments and develop plans that address targeted needs.

This role will mentor and build capability of the Learning Facilitators and local experts to ensure professional development initiatives are effectively delivered and evaluated. The incumbent will be experienced in adult learning and confident in delivering culturally appropriate programmes.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Learning and development	<ul style="list-style-type: none">– Accountable for delivery against group and individual work plan– Undertake analysis and design targeted learning solutions in order to build performance improvement– Plan and manage the logistics of performance development initiatives alongside the Programme Co-ordinator– Provide facilitated learning, coaching and mentoring as required– Evaluate, monitor and contribute to the reporting processes to ensure the effectiveness of learning solutions and services– Ensure learning development initiatives and delivery methods are culturally appropriate– Ensure national consistency with implementation of new initiatives– Enable a culture of leader-led and continuous learning by providing knowledge and understanding of effective adult learning approaches– Deliver targeted solutions in partnership with operations– Build leader capability to strengthen practice improvement– Input into key strategic projects as a subject matter expert as required.
Cultural competence	<ul style="list-style-type: none">– Ensure learning development initiatives and delivery methods reflect our Māori cultural framework and where necessary seek guidance and feedback about this– Creates safe and inclusive learning environments for all participants regardless of their individual background, religious beliefs, cultural considerations or gender.

Mentoring and leadership	<ul style="list-style-type: none"> – Mentor, support and assist other members of the Learning Delivery team and the wider organisation in all aspects of professional development and other work completed by the team – Demonstrate the behaviour of a leader: creating a supportive and positive environment, helping others develop and achieve, and acting in the interests of the full team – 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. – Take a lead role in raising the profile of continuous learning and excellence in professional development across the organisation – Model desired organisational culture and values through own behaviour.
Relationship management	<ul style="list-style-type: none"> – Establish and maintain strong relationships at all levels of Oranga Tamariki operational delivery to ensure that professional development capability initiatives are relevant, practical and well understood – Work with key stakeholders and the leaders of practice to build a culture of continuous learning, responsive to the learning and development needs of the area – Work closely with Regional Managers to ensure that nationally consistent professional development initiatives are responsive to and deliver for the region – Lead contact for regional relationships with external partners, such as NGOs and iwi, where external capability development is required – Work closely with the Practice Design and Learning Design and Planning teams to ensure that the content is correct and fully consistent and aligned with the practice standards – Work closely with the Quality team to ensure continuous improvement of practice.
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– Operational delivery leaders and managers including Regional, Care, Youth Justice, Residence and Site Managers– People and Leadership group– Oranga Tamariki staff
External	<ul style="list-style-type: none">– Key Government agencies including the Ministry of Social Development, NZ Police, Ministry of Education and Ministry of Health– Accreditation and registration bodies, including the Social Worker Registration Board– Care providers– Relevant tertiary institutes– NGOs and iwi– External providers of training services

QUALIFICATIONS & EXPERIENCE

Qualifications	<ul style="list-style-type: none">– Relevant tertiary qualification or equivalent relevant experience is required– A clean, current full driver's licence is preferable and a willingness to drive Oranga Tamariki vehicles.
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">– Demonstrated up to date knowledge of theory and good practice in areas of learning and development in adult learning– Knowledge and/or experience of contemporary issues in social services delivery– An excellent track record in delivering successful learning and development projects– Experience in performance consulting– Actively applies knowledge of te reo Māori, tikanga and builds knowledge of te Ao Māori– Understanding of large organisation dynamics including geographically distributed staff– Experience in a public sector organisation in a role requiring consultation, communication and relationship management skills.
Skills	<ul style="list-style-type: none">– Work independently and effectively self-manage.– Strong child centred perspective and an enduring focus on improving outcomes for New Zealand's most vulnerable children– Strong collaboration and solutions focus– Ability to communicate complex ideas to a variety of audiences

and build and maintain rapport with others

- Ability to apply te Ao Māori approaches to creating safe learning environments
 - Excellent relationship management skills – able to establish, build and maintain effective working relationships at all levels of Oranga Tamariki, as well as with key stakeholders
 - Effective organisation, planning and time management skills
 - Effective, sound risk assessment skills.
 - Calm professional demeanour, with the ability to maintain performance under stress.
 - Works to resolve problems, conflicts or differences by finding areas of agreement
 - Well-developed written and oral communication skills and effective interpersonal skills
 - Commitment to culturally responsive services and practices for Māori, Pacific people and other cultures.
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