

# POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children

Title:	Regional Manager, East Coast
Group:	Services for Children and Families South
Reports to:	Deputy Chief Executive Services for Children and Families, South
Location:	As specified
Direct Reports:	10

## OUR ORGANISATION

### About us

Oranga Tamariki—Ministry for Children is a new 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 Maori tamariki and rangatahi.

## POSITION PURPOSE

Build and lead a high performing Region to manage the delivery of intensive intervention, assessment and investigation, care and protection Family Group Conferences, caregiver support and existing transition services for clients.

## KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
<b>Leadership</b>	<ul style="list-style-type: none"> <li>- Lead their team to transform and contribute to achieving high aspirations for Māori tamariki and rangatahi, Pacific children and young people, and other vulnerable children</li> <li>- Lead, develop and inspire the regional management team of site managers to ensure that responsive and high-quality services are provided to tamariki, rangatahi, families/whānau and caregivers</li> <li>- Ensure high quality regional outcomes are achieved through demand and resource management, strategic partnerships, use of specialist and intensive services and prioritisation</li> <li>- Ensure the capability and capacity is in place to achieve outcomes for young people</li> <li>- With colleagues, implement the vision of Oranga Tamariki</li> <li>- Collaborate with sector partners to support the wider system to achieve good outcomes for vulnerable children</li> <li>- Model desired organisational culture and values through their own behaviour.</li> </ul>
<b>Recognition of client voice</b>	<ul style="list-style-type: none"> <li>- Ensure that tamariki and whānau voice, professional practice and service quality are embedded in all activities.</li> </ul>
<b>Relationship building</b>	<ul style="list-style-type: none"> <li>- Develop and maintain relationships with other delivery agencies, NGOs, iwi and Māori organisations to ensure services to children and young people are aligned.</li> </ul>
<b>Systems and processes</b>	<ul style="list-style-type: none"> <li>- Ensure that there are appropriate systems and processes in place to manage serious issues and risks.</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>- Understand and implement your manager accountabilities</li> <li>- Ensure health, safety and security policies and procedures are understood, followed and implemented by all employees.</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 Oranga Tamariki's operations</li> <li>- Perform any other duties as needed by Oranga Tamariki</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> </ul>

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- Comply with all legislative and regulatory requirements, and report any breaches as soon as they become known
  - Adhere to all Oranga Tamariki's procedures, policies, guidelines, and standards of integrity and conduct
  - Commitment to the Treaty of Waitangi and respect and incorporate these into your work.
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## KEY RELATIONSHIPS

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### Internal

- Youth Justice Regional Managers – to ensure seamless service delivery to common clients
- DCE Care Services Group – to ensure multi-disciplinary team approach to services and use of specialist and intensive services and support. Caregiver recruitment and support and care standards are implemented. Residential placements are appropriately managed
- Tamariki Advocate – to ensure child-centric service design and delivery
- Office of the Social Worker/Director, Professional Practice Professional Practice
- Regional Managers, Partnering for Outcomes to ensure alignment of regional services.

### External

- Independent advocacy service
- Caregivers
- Other key agencies, including the Ministry of Health, the Ministry of Education, the Ministry of Social Development
- Iwi and Māori organisations
- Other providers.

## QUALIFICATIONS & EXPERIENCE

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### Qualifications

- **A tertiary qualification or well proven track record in operational leadership is essential. Leadership experience within the social sector is desirable.**
- **A clean, current driver's licence is essential**

### Experience

- Demonstrated people management experience in leading high performing teams
  - Knowledge and/or experience of contemporary issues in social services delivery
  - Leadership of operational front-line service delivery operations
  - Experience in leading and implementing service transformation
  - Drive the changes needed to create a new organisational culture.
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## In-Confidence

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**Skills**

- Excellent verbal, written and interpersonal communication skills
  - Ability to communicate complex ideas to a variety of audiences and build and maintain rapport with others
  - Understanding and appreciation of cross-cultural issues and concerns, in particular, knowledge of tikanga Maori, and Pacific peoples' culture.
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