

## POSITION DESCRIPTION



# Barnardos

Role Title: *Kaihautu*

Business Unit : *Child & Family Services*

Reports to: *Te Poutama Ārahi Rangatahi, Residence Manager*

Direct Reports: *0*

Salary Band: *Corporate Band H*

**Barnardos** is New Zealand's leading children's charity, doing more for Kiwi kids. Every year our services and people make a real and positive difference in the lives of thousands of children, young people and their families.

### **Our vision / moemoeā**

An Aotearoa New Zealand where every child shines bright.

### **Our mission/kaupapa**

Be the voice and greatest fan of the next generation

Shape brighter futures via early education and targeted social services

Create insightful ways to empower tamariki/children to shine bright

### **Our Guiding Principles**

Kotahitanga – Unity

Ata Whakarongo – Hear with Intent

Mahi tōtika – Do the Right Things Well

Māiatanga – Realise Potential

Kaikōkiritanga – Progress with Purpose

### **Purpose of the role:**

The purpose of the role is to provide cultural support to young people resident at Te Poutama, with the aim of reducing the frequency and/or severity of their harmful sexual behaviour including the provision of individual, group and family therapy, and to increase the competence and confidence of staff by raising their awareness of individuals cultural support needs and to build capacity within staff to meet the cultural needs of resident youth.

### **Purpose of Business Unit:**

To provide a comprehensive and integrated residential treatment programme for adolescent males who have engaged in harmful sexual behaviours and have been referred by Oranga Tamariki throughout New Zealand. All these young people are assessed to be at high risk of repeating harmful sexual behaviour. The residence is responsible for the care and accommodation, education and therapy to assist residents establish non-abusive lifestyles.



**Kia eke ai te hunga taitamariki  
ki ngā rangi tūhāhā**

## Key Result Areas

### Leadership:

**Outcome:** Be an effective member of the Te Poutama Àrahi Rangatahi leadership team

**Key responsibilities include:**

- Provide appropriate guidance and support, ensuring that a positive staff culture and well-integrated culturally appropriate programme is maintained.
- Advise and support the leadership team when formulating policy to ensure a best practice culturally responsive approach is reflected.
- Actively participate in integrated planning processes, service audits and evaluate practice from a Māori perspective and promote and guide necessary improvements.
- Ensure that practices are consistent with the Children Young Person's and their Families Act (1989), Barnardos policies and procedures and other relevant legislation.

### Relationships

**Outcome:** Develop and maintain respectful, actively participating client relationships.

**Key responsibilities includes**

- Take into account individual differences and the cultural and social context of the young person's situation
- Validate the young person's experience, beliefs and values and acknowledge their expertise in their own lives
- Maintain appropriate professional boundaries
- Reflect Barnardos core principles and values
- Develop strong collaborative relationships with the community and other agencies and networks affirming their availability to inform service planning and delivery
- Support parent/whanau networks by promoting authentic client family/whanau participation
- Maintain good relationships with key staff within the clinical, residential and education teams.
- Demonstrate appropriate professional conduct at all times to ensure that Barnardos reputation is maintained in the community.



## Development/Supervision

**Outcome:** Input from a Māori perspective is provided for the ongoing development of the service model.

**Key responsibilities includes**

- Contribute to the design and implementation of new services
- Actively participate in formal and informal supervision in line with the Barnardos supervision policy
- Advise and support staff on providing culturally appropriate support to Māori
- Work collaboratively with staff to strengthen Māori cultural knowledge base in relation to tangata whenua and the integration of Māori strengths, reflecting the commitment to the Treaty of Waitangi.
- Advise on staff training and development needs and facilitate staff training where appropriate
- Participate and contribute to team meetings, providing appropriate training and development
- Participate in professional and team development, upskilling and supervision.

## Working with Children and Families:

**Outcome:** Youth family/whanau are engaged, motivated and fully informed of progress of youth while at Te Poutama.

**Key responsibilities include:**

- Engage with Social workers to actively contribute and provide support with the induction/introduction process taking into account each individual's identity.
- Design and deliver a programme of support available to individual youth within 3 months of admission to Te Poutama
- Provide educational support, group cultural programme and one-on-one therapy work with you on required basis
- Promote Māori cultural values and language to youth
- Engage with Clinical team members to support the implementation of effective treatment and case planning which reflects the application of programme treatment models.
- Engage on regular basis with family/whanau around whakapapa, therapy in conjunction with Clinical team and community involvement working within appropriate boundaries.

## Ngā Pou e Whā (Māori Strategy)

**Outcome:** Ensure all relationships are built with consideration of the Barnardos values, core principles and Ngā Pou e Whā (Māori Strategy).



**Key responsibilities include:**

- Play a leadership role in ensuring all employees engage in Barnardos values, Ngā Pou e Whā (Māori Strategy) and strategic plan.
- Have a sound understanding of the principles of Ngā Pou e Whā, the Treaty of Waitangi and the ability to apply them to everyday practice.
- Ensure that all relationships are built with consideration of the Barnardos values, core principles and Ngā Pou e Whā (Māori Strategy).

**Health, Safety and Environment**

**Outcome:** A safe and healthy working environment is maintained at all times.

**Key responsibilities include:**

All staff are personally accountable for:

- Compliance with occupational health and safety legislation and regulations.
- Being familiar with and observing all safe work policies, procedures and instructions.
- Promoting and participating in health and safety, maintaining a safe workplace, and ensuring that all equipment is used correctly at all times.
- Taking personal responsibility for own health and safety and ensure no action or inaction on your part harms others in the workplace.
- The health and safety performance of the work areas which they control.
- Continuing to update their knowledge and management competence in health and safety.
- Ensuring that all employees and contractors understand and accept their responsibility to adhere to and promote a safe and healthy workplace.
- Providing information on health and safety matters to employees by way of instruction.

**Other Duties as Required**

**Outcome:** Perform other duties which may reasonably be required which fit the role's purpose, and for which the position holder is qualified or has received adequate training or instruction.

The key responsibilities of the role may change from time to time to ensure that Barnardos is able to adapt and respond to changes in the business environment. Any significant changes would be discussed between the jobholder and their manager.



## Key Relationships

All Barnardos employees have a responsibility for developing and maintaining excellent relationships. In this role, the **key relationships** to be developed are as follows:

| Who does the job holder work with inside Barnardos NZ | Who does the job holder work with outside Barnardos NZ |
|---|--|
| Residence Manager                                     | Local iwi representatives                              |
| Clinical, Education and Residential staff             | Community based organisations                          |
| GM Māori Development                                  | Family/whanau of resident youth                        |
| General Manager, Child & Families                     | Oranga Tamariki staff                                  |

## Person Specification

### Qualifications (or equivalent level of learning)

| Essential   | Desirable                          |
|---|------------------------------------|
| Tertiary qualification in either psychology, social work, education or health related field | Confident/qualified te reo speaker |

### Experience

| Essential                              | Desirable  |
|--|--|
| Ability to coach/support/mentor others | Understanding of issues faced by staff who work with clients who engage in HSB |

### Knowledge

| Essential   | Desirable   |
|---|---|
| Ability to demonstrate Māori cultural integrity including awareness, sensitivity and commitment to the Treaty of Waitangi | Understanding of 'therapeutic community' model of residential treatment |

### Skills

| Essential   | Desirable  |
|---|--|
| Confident and competent speaker of te reo Māori and have a thorough understanding of tikanga and kawa | Effective presentation and facilitation skills   |
| Effectiveness in both Māori and mainstream environments   | Displays a positive attitude, maintains a healthy life-work balance and is comfortable with change |
| Highly developed and respected communicator   | Is flexible, adaptable, highly motivated and enthusiastic  |
| Well-developed conflict resolution skills and the ability to manage pressure effectively              |  |

Vulnerable Children Act 2014: This role is a Core Children's Worker under the Vulnerable Children Act 2014.



Delegations and Authority

Human Resources

- No formal responsibility for staff.

Financial – Budgetary and Expenditure Limits

- Authorised to spend from Manager's operating expenditure budget.

**Purchase Card (Freedom Card)**

- No authority to commit to expenditure

**Correspondence**

- **Authority to sign external correspondence**

Authorisation of Position Description

Positions in Barnardos may change over time as the organisation evolves and priorities change. Responsibilities for this position may change as the job evolves over time and such change may be initiated as necessary by the manager of this position. all changes must be approved by the relevant Executive Leadership Team (ELT) member.

Authorised by: General Manager, Child & Family Services

Date: February 2017

