

POSITION DESCRIPTION

Programmes & Innovation Lead



OUR VISION

A community where all people can make the most of their strengths and feel included, valued and safe.

THE ROLE.

PURPOSE OF THE ROLE

As our Programmes and Innovation Lead, you'll lead the review, development and continuous improvement of Family Works Southland's parenting and group-based programmes. You'll turn research, evidence and lived experience into programmes that actually work - ensuring content and delivery remain aligned with evidence-based practice and translate into meaningful outcomes for children, families and whānau.

Working as part of our Child and Family Support and Community Services, you'll help shape practice in accordance with the objectives and principles of the Oranga Tamariki Act 1989. Family Works is an approved service under Sections 396 and 403 of the Act.

This is a role where you can see your ideas become practice, build the partnerships and evidence base that help good programmes grow, and work alongside a team that genuinely backs you. Few roles let you shape practice at this level.



TOGETHER, THESE VALUES SHAPE THE ROLE.

RESPECT | MANAAKI

Valuing the mana, strengths and individuality of every person and whānau.

The role ensures programmes are culturally responsive, inclusive and grounded in the real experiences of the families we support.

COMPASSION | AROHA

Putting empathy, care and kindness at the heart of our work.

The role keeps the people behind the programmes at the centre, ensuring our practice is supportive, practical and genuinely responsive to need.

FAMILY | WHĀNAU

Keeping children, parents and whānau at the heart of what we do.

The role develops and improves programmes that strengthen parenting, relationships and outcomes for children and whānau.

COMMUNITY | IWI WHĀNAU / HAPORI

Building connections that strengthen families and communities.

The role builds partnerships with iwi, schools, agencies and community organisations to understand need and grow meaningful services.

ACCOUNTABILITY | WHAKATAU TIKA

Taking responsibility for quality, effective and evidence-informed practice.

The role evaluates outcomes, stays close to emerging evidence and continuously improves programmes to ensure they make a real difference.

CAPABILITIES FOR SUCCESS

Some Jobs Pay The Bills, This One Changes Lives

KNOWLEDGE, EXPERIENCE & QUALIFICATIONS

- An appropriate tertiary qualification, or good progress towards one
- Experience developing, reviewing or facilitating parenting or psychoeducational programmes
- Experience in group facilitation and adult education / training delivery
- Sound understanding of current research and evidence-based practice in parenting and family wellbeing
- Experience with programme evaluation and outcome measurement
- Experience building stakeholder relationships, and ideally with funding or tender processes
- A recognised supervision qualification, or willingness to work towards this
- Working knowledge of the Oranga Tamariki Act 1989 and other relevant New Zealand legislation
- An understanding of, and commitment to, Te Tiriti o Waitangi
- Comfort working in a Christian values-based organisation
- A full, current, clean New Zealand driver's licence - and you currently drive

PERSONAL QUALITIES

- Leads and supervises others with clarity, warmth and accountability
- Works independently and as part of a team, collaborating across disciplines
- Thinks strategically while staying grounded in day-to-day practice
- Culturally sensitive, with strong communication skills across a wide variety of people
- Translates research and evidence into practical, usable programme content
- Well organised - manages time and competing priorities, and maintains confidentiality



MEASURES OF SUCCESS

PROGRAMMES ARE CURRENT, EVIDENCE-BASED AND IMPROVING

- Parenting programmes are regularly reviewed and continuously improved
- Programme content and delivery stay aligned with current research and evidence-based practice
- New psychoeducational, parenting and group-based interventions are developed to meet emerging need
- Gaps in the current programme offering are identified and addressed with new interventions

FACILITATION AND GROUPS RUN WELL

Parenting programmes and group-based services are consistently well facilitated

EVIDENCE KEEPS INFORMING PRACTICE

- National and international parenting trends are actively monitored
- Emerging evidence and best practice are reviewed and applied
- Programme evaluation and outcome measurement are embedded and genuinely used

THE TEAM IS SUPPORTED AND LED WELL

- Supervision and leadership are provided as required
- Programme Facilitators are guided and supported in their day-to-day practice

A FLEXIBLE TEAM PLAYER

- You flex to support the Manager and wider Family Works team as needed

PARTNERSHIPS AND SERVICES GROW

- Strategic stakeholder relationships are built and maintained
- New services are tendered for, developed and grown



WHAT YOU'LL DO

No two days are exactly the same.

STRATEGY, EVIDENCE & INNOVATION

One day you might be reviewing programme outcomes, researching new evidence-based parenting interventions, or developing a proposal for a new service.

Alongside delivery, you'll be building relationships with funders and community partners, identifying opportunities for growth, reviewing emerging research, and leading innovation across Parenting Services.

SUPPORTING THE TEAM ON THE GROUND

The next day, you could be meeting with community stakeholders, supporting facilitators, or evaluating the effectiveness of existing programmes.

You'll spend part of your time providing guidance to programme facilitators - helping them prepare for groups, problem-solve challenges, and ensure programmes are delivered with quality and fidelity.

STEPPING INTO DELIVERY

At times, you'll step directly into programme delivery yourself - facilitating sessions or providing additional support to trainers and facilitators when required.

AGREEMENT

Signed by Employee: _____

Signed by Employer: _____

Date: _____

BE THE REASON A THOUSAND SOMEONES HAVE SOMEONE

OUR VISION

A community where all people can make the most of their strengths and feel included, valued and safe.

OUR MISSION

Assisting and encouraging people facing life's challenges, across the wider community of Southland.

