



Position Description

Tūturu Lead – Northland

Reports to	Tūturu Lead – Northland
Service/Team	Tūturu
Hours	20 hours per week

About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We provide effective, evidence-based services that support wellbeing. We do this in partnership with tāngata whai ora (people seeking wellness) and their whānau, working together to build the lives they want.

We wholeheartedly believe that everyone living in New Zealand should have the opportunity to live life to the fullest and feel hopeful about their future. Our services encourage stronger connections with friends and whānau and enable meaningful participation in the community.

Our pillars – whakawhirinaki | trust, pono | honesty, haepapa | responsibility, matapōpore | concern, and aroha | love – are the foundation of our work, guiding how we work together and with others.

Tō Tātou Matakitenga | Our Vision

Poutia, Heretia

Tuia te muka tangata ki te pou tokomanawa

Ka tū mana motuhake, Ka noho herekore i ngā waranga me ngā wero nui o te ao.

People, whānau and communities are connected and supported to live the lives they want, free from drug, alcohol and other addiction challenges.

Tō Tātou Aronga | Our Purpose

Ka hangaia e mātou he whare haumaru, he whare tūmanako hoki e tīnai ai te tangata, he wāhi whakaaroaro, he wāhi ako, he wāhi tūhono anō hoki, mei kore e puta tātou ki te wheiao, ki te ao mārama.

We create hopeful and safe spaces for change with opportunities to reflect; learn and connect so that people can move towards a brighter future.

Background

Tūturu is a partnership programme between New Zealand Drug Foundation and Odyssey House, it is a uniquely Aotearoa approach that brings schools and health services together, so that students can learn, be well, and be prepared for a modern world. Tūturu exists to help schools and health services better support all students to learn and be well.

Tūturu uses the expertise of the education and health sectors to explore complex issues. It has focused on alcohol and other drugs (AOD) to help schools move towards approaches that prepare all students for modern life, shifting away from approaches that end up avoiding or reacting to issues.

This role will be part of a national team of Tūturu Leads working within multiple organisations across New Zealand.

Tūturu Programme Objectives

- More students stay engaged at school, with schools relying less on exclusions and expulsions for AOD use.
- Young people are better prepared for the future and modern life because they have learnt how to make sense of what they see, hear, and experience.
- Māori and Pacific students experience equitable outcomes with their peers.
- Health services develop greater capacity to work with schools, whānau, and communities.

This will be achieved through an approach that:

- Is strength-based, evidence-based, with student wellbeing central to the direction and decision making.
- Focuses on equity and achieving equitable outcomes for Māori and Pacific students.
- Empowers education and health services to collaborate to help students learn and stay well.
- Supports schools to put systems in place to ensure AOD and other issues are identified earlier, and students receive access to support.
- Involves whānau and the school community, strengthening the support provided to students in ways determined by and unique to each school community.
- Is shared openly and widely with the support of a range of resources that are available nationwide.
- continues to learn, develop and improve.

Position Purpose

Work with schools, the New Zealand Drug Foundation, and AOD youth providers in the Northland region to engage with a Tūturu approach. This includes:

- Working with new and existing secondary schools that use a Tūturu approach.
- Strengthening relationships between education and AOD youth providers.
- Contributing to the development of Tūturu and Tūturu networks.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
<p>Service Delivery</p> <ul style="list-style-type: none"> Support the implementation of the Tūturu approach. This includes: <ul style="list-style-type: none"> Providing strengths and evidence-based approaches, with student wellbeing central to the direction of decision making. Building and maintaining strong working relationships with school staff and school senior leadership teams. Empowering relevant education and health service staff to work collaboratively to support the needs of students. Supporting schools to implement Tūturu approach. Identifying and responding to professional learning and development (PLD) opportunities in schools and the community. Developing and sharing resources for schools and other stakeholders on the Tūturu approach. Maintaining up-to-date knowledge of developments in the youth, mental health, AOD and education sectors. <p>Tūturu Network</p> <ul style="list-style-type: none"> Establish and maintain networks to deliver the Tūturu approach within schools in the Northland region. This includes: <ul style="list-style-type: none"> Establishing and maintaining networks and relationships with school staff, AOD services, including Odyssey services, and other relevant stakeholders. Coordinating and facilitating or attending Tūturu network hui. Developing or providing relevant resources and training to support the development of Tūturu. Developing and implementing an annual work plan. 	<ul style="list-style-type: none"> Shows leadership and provides appropriate support to school staff and other key stakeholders e.g. whānau, other AOD providers, youth services, cultural services. Evidence is provided that Māori and Pacific students experience equitable outcomes as a result of Tūturu interventions. PLD opportunities are presented to school staff and other relevant stakeholders. Develops appropriate resources with school staff and relevant stakeholders Health services, schools, whānau, and communities to provide a holistic approach to complement Tūturu. Information provided to schools and other stakeholders is well researched and up to date. Stakeholders/school staff express satisfaction with the resources provided. Attends relevant educational events and/or training courses in the fields of youth, mental health, AOD and education, with line manager approval. <ul style="list-style-type: none"> Excellent working relationships are established with schools, AOD services, the Drugs Foundation, and other Tūturu Leads; satisfaction is expressed with the level of collaboration provided. Tūturu network hui are arranged, facilitated and/or regularly attended. Trainings and resources provided contribute to the development of the Tūturu network Annual work plan is completed Reports are provided in an accurate and timely manner. Engages in supervision with NZDF as agreed.

Area of Responsibility	Performance Measures
Organisational Commitments <ul style="list-style-type: none"> Meet all organisational requirements which includes: <ul style="list-style-type: none"> Adhering to relevant organisation policies and procedures. Reporting to line manager on progress against the workplan. Attending supervision as required. 	<ul style="list-style-type: none"> All relevant Odyssey policies and procedures are understood and adhered to. Reports are provided in an accurate and timely manner.
Health and Safety <ul style="list-style-type: none"> Identify and act on any potential risks to self or others, including tāngata whai ora, whānau and/or other kaimahi. Be familiar with and abide by the organisation's health and safety policies and reporting procedures, ensuring others do the same as required. Follow safe work practices, which includes the effective use of safety equipment, identification of workplace hazards and taking action to reduce or eliminate these. 	<ul style="list-style-type: none"> Risks (including Health and Safety, compliance and maintenance) are identified and reported. Plans are put in place to resolve and/or mitigate potential problems as required Issues are escalated to relevant manager as required. Demonstrates understanding and compliance with organisational and legislative health and safety requirements and is proactive in ensuring employees are compliant. Follows correct protocols when using safety equipment. Workplace hazards are identified and plans are put in place to reduce /eliminate these, or the matter is escalated to the relevant authority.
Te Tiriti o Waitangi <ul style="list-style-type: none"> Demonstrate knowledge and understanding of Te Tiriti o Waitangi and its application in this role. 	<ul style="list-style-type: none"> Actions show knowledge and ability to apply the principle of Te Tiriti in the delivery of role.
Professional Development <ul style="list-style-type: none"> Be proactive in own professional development. Attend relevant organisational trainings as required. 	<ul style="list-style-type: none"> Has an individual development plan which is implemented. Attends organisational training required for role.
General <ul style="list-style-type: none"> Work cooperatively with colleagues and contribute actively to team meetings. Carry out any other duties that may be delegated by the line manager, which are in keeping with the scope of the role. 	<ul style="list-style-type: none"> Regular attendance at team meetings and makes useful contributions. Work is undertaken and completed. Commitment and flexibility are demonstrated.

Key Relationships

Internal	External
<ul style="list-style-type: none"> • Regional Tūturu Lead • Other Tūturu kaimahi • Other Odyssey kaimahi 	<ul style="list-style-type: none"> • Tūturu Leads in other organisations • NZ Drug Foundation staff • School, education and health staff • School Senior Management • Youth providers • Cultural services

Person Specification

Qualifications, Knowledge and Experience
<ul style="list-style-type: none"> • 2-3 years' relevant work experience gained in an educational, community/ youth development, public health and/or other relevant health setting • Understanding of and strong interest in Tūturu/whole schools approach • Relevant tertiary qualification (Level 7) e.g. Bachelor in Education, Health Science, Social Work, Addictions • Demonstrated knowledge of AOD challenges facing youth • Experience or good knowledge of the education, youth mental health and/or addiction sectors. • Understanding of and interest in Odyssey's work and values • Understanding of Te Tiriti o Waitangi and inequities experienced by Māori in health and education • Knowledge of Te Reo and/or Tikanga Māori is desirable • Experience of facilitating trainings is desirable. • Understanding of and interest in Odyssey's work • Proven expertise in using Microsoft suite applications • Full current NZ drivers license
Skills and Abilities
<ul style="list-style-type: none"> • Able to influence systemic change within health and education. • Able to motivate and promote positive change at a systems level. • Strong interpersonal and communication skills (written and oral). • Demonstrated leadership skills, which includes the ability to motivate, engage, provide clear direction and adapt leadership style to fit system needs. • Strong organisational and facilitation skills. • Ability to establish and maintain effective relationships with a range of stakeholders. • Ability to work under pressure, complete work on time and to a good standard. • Ability to work with limited supervision. • Demonstrated cultural sensitivity and rainbow diversity awareness. • Willingness to consider other viewpoints and adjust decisions as appropriate. • Self-motivated, able to take the initiative and adapt decisions as appropriate. • Ability to show discretion and tact. • High regard for security and confidentiality, including client information. • Fluency in English (written and spoken). • Demonstrated IT/word processing skills. • Ability to acknowledge own limitations and be proactive with own self-development.

Ngā Pou Pou | Our Pillars

Our Pillars are the foundation of our work, guiding how we work together and with each other.

Whakawhirinaki Trust	Reliable and shows great integrity.
Pono Honesty	Transparency and openness underpin all actions.
Haepapa Responsibility	Achieves and surpasses goals.
Matapōpore Concern	Empathic and interested in the wellbeing of others.
Aroha Love	Genuinely collaborative, supportive and able to work as part of a close-knit team, including with tāngata whai ora and whānau.