



Position Description

Role: Cultural Practitioner Lead – Te Whare Hīnātore

Reports to	Team Leader – Te Whare Hīnātore
Location	2 Franklin Road Ponsonby, HomeGround – Hobson st
Key Relationships	<ul style="list-style-type: none">• Kaiwhakahaere/Manager Te Whare Hīnātore• Team Lead• Cultural Practitioners and Kaiāwhina• Specialist staff – Te Whare Hīnātore• and other Te Tāpui Atawhai staff through to senior leadership

Our Mission – O Tātou Kaupapa

Together we stand with those in desperate need. We provide immediate relief and pathways to enable long term wellbeing.

Our Values – O Tātou Mātāpono

Manaakitanga

Manaakitanga is behaviour that acknowledges the mana of others as having equal or greater importance than one's own, through the expression of aroha, hospitality, generosity, and mutual respect.

Manatika (Justice)

Committed to equity and seeking dignity for all we will fearlessly advocate with and for those who are going without.

Rangapū (Partnership)

Firstly, Te Tāpui Atawhai recognises the principle of partnership within Te Tiriti O Waitangi. Secondly, our commitment to partnership stems from a belief that manaakitanga, equity and social justice need to be pursued both within partnerships and through them. For us partnership is characterised by mutual trust, integrity, respect, transparency, and commitment.

Background – Ko wai mātou

The Auckland City Mission was founded by the Anglican Church in Tāmaki Makarau just over 100 years ago. Since its inception it has sought change and transformation among, and on behalf of, those in desperate need. Through integrated service delivery and effective advocacy, the Mission has adapted to changing needs within the Auckland community, whilst consistently maintaining and building a strong reputation as a reliable and non-partisan voice on behalf those in most need.

At the core of the present-day Auckland City Mission are three areas of work. Our response to homelessness through our outreach, case management, community development, transitional and permanent accommodation services, our response to food insecurity through the provision of food and support services and our health programme - the social detoxification unit and the primary health care centre known as the Calder Centre. We seek to respond to the immediate need and advocate for systemic change. All services across the Mission are supported by the Corporate Services Division which includes the Finance, Asset and ICT Team as well as the Distribution and Retail Team. Additionally, the Mission also has Fundraising and People and Capability Teams.

Over 10 years ago the Mission began a journey of transformation of both its services and its building, culminating in the creation of a kaupapa Māori trauma informed transitional service, named Te Whare Hīnātore (2019) and HomeGround opened in February of 2022.

The transformation of the Mission has not only been located to its building and services but critically, and much more broadly, in its understanding and application of Te Tiriti of Waitangi, across all aspects and functions of the Mission.

Te Whare Hīnātore is a kaupapa Māori, trauma informed residential service for wāhine who are experiencing homelessness or rough sleeping. Currently this service is made up of two key components – residential and clinical.

Wāhine Dinner: Each Tuesday evening, HomeGround opens its doors for a service run by wāhine, for wāhine, welcoming vulnerably housed women and/or wāhine living on the street, for kai and whanaungatanga. Other services of this dinner are in the process of being developed.

POSITION PURPOSE - Te Kaupapa o Te Tūranga

As a key member of Te Whare Hīnātore, the role of the **Cultural Practitioner Lead** is to support the Team Leader to provide a tuakana/teina mentoring role, coaching and developing other kaimahi to step into the cultural leadership space. This includes supporting to develop mātauranga and reo Māori, implementing tikanga and kawa in the whare, facilitating groups or interventions, co-leading Wāhine Dinner, helping with the daily running of the whare and providing rostered on-call duties.

Key Accountabilities

Service development and implementation	<ul style="list-style-type: none"> ▪ Supports to develop staff understanding and integration of te ao Māori practice ▪ Contributes to the development and implementation of a Kaupapa Māori programme ▪ Development and co-leading the development and running of weekly Wāhine Dinners ▪ Contributes to the development of treatment plans, cultural assessments and care/safety plans through a te ao Māori lens ▪ Completes other tasks as directed by the Team Lead and Kaiwhakahaere/Manager ▪ Contributes to the practice of the organisation including role modelling a culture that embeds the Mission's values of Manaakitanga, Atawhai, Rangapū and Manatika/Mana Orite
Build cultural capability/safety	<ul style="list-style-type: none"> ▪ Develop and implement initiatives and plans to embed Te Ao Māori in alignment with Te Tiriti o Waitangi ▪ Implement frameworks and tools to review and improve services, extend Māori capabilities and privilege Māori development while challenging existing behaviour, practices and processes. ▪ Advocate for the Mission and the people it serves, promoting its beliefs and raising social issues from a Māori perspective learned through working with people in desperate need
Relationship Management	<ul style="list-style-type: none"> ▪ Commit to developing relationships that support the Mission and its work ▪ Key stakeholder relationships are cultivated and maintained positively
Develop a high performing team	<ul style="list-style-type: none"> ▪ Deliver and continuously improve the provision of quality kaupapa Māori services at Te Whare Hīnātore and the Wāhine Dinner ▪ Ensure that all clients receive a high standard of care, consistent with accepted best practice and the agreed model of care ▪ Provides a range of appropriate interventions (minimal/brief to comprehensive) that are aligned to mātauranga Māori with the guidance of the clinical team ▪ Actively encourages and (where appropriate) involves whānau or other support people in treatment provision ▪ Supports/advocates for wāhine engaging with external services and providers, including referrals, attending assessments/meetings and liaising with allocated key workers ▪ Collaborative discharge planning with wāhine, kaimahi, and (where appropriate) relevant whānau/support people

	<ul style="list-style-type: none"> ▪ Providing a cultural perspective to clinical discussions, assessments, evaluations, and documentation of care ▪ Take the lead in own training and development needs and communicate these effectively to your Team Leader ▪ Engage in regular supervision in line with registration requirements and under the guidance of your direct line Manager
Be part of the Mission Team	<ul style="list-style-type: none"> ▪ Practice a culture of positive health and safety practice and meet requirements of health and safety policies ▪ Ensure the Mission complies with all legal and regulatory requirements and governance protocols (e.g., NZ Employment Law) and report any breaches as soon as they become known ▪ Align practice and representation with current HR policies, NZ law and best employment practice ▪ Ensure understanding of performance expectations/goals with your direct line Manager and engage in annual performance reviews

Qualifications	<ul style="list-style-type: none"> • Knowledge of Kaupapa Māori principles e.g. understanding culture, power and how it relates to the Treaty. • In-depth knowledge and understanding of implementing te reo me ōna tikanga Māori into organisational practice. • Working knowledge of Te Tiriti o Waitangi and experience implementing into organisational practice. • Has a reputation as a people influencer and leader, who has a reputation as someone who is trusted and leads in a tika, pono and aroha way. 	<p>Previous experience working with those experiencing homelessness, food insecurity, alcohol or other drug addictions, physical/mental illness.</p> <ul style="list-style-type: none"> • Strong links to key stakeholder groups and Māori networks. • An understanding of the difference between cultural capability/competence and cultural safety
Skills, knowledge and experience		
Personal Attributes	<ul style="list-style-type: none"> • Knowledgeable, passionate and demonstrates patience and aroha in teaching others. • Resilient, adaptable and a flexible attitude. • Strong leadership skills that can empower and motivate others to effectively deliver results. 	

	<ul style="list-style-type: none">• Ability to operate effectively with a high level of diplomacy.• Strong sense of self and culture	
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