

Youth Worker



UNIT/TEAM	Residential Services
REPORTS TO	Team Leader
BUSINESS GROUP PURPOSE	<p>MASH Trust provides innovative services and delivers a wide range of support services for tamariki, young people, adults and whānau across the disability, mental health, and social sectors in the lower North Island. Services are person/whānau centred with a flexible approach to meet individualised and whānau needs.</p> <p>MASH Trust is committed to the principles of Te Tiriti o Waitangi, acknowledging this is the founding document of Aotearoa. Safe bi-cultural practice is guided by our Pou tikanga and mana whnua within all regions that we work.</p>
ROLE PURPOSE	To assist with the establishment of a safe home environment for tamariki and rangatahi in the care of MASH Trust. To support tamariki and rangatahi to live well and flourish.

MASH TRUST MISSION

Working together to achieve great lives

OUR VALUES

Relationships	Build open relationships based on honesty and respect
Communication	Communicate with an open mind and heart
Mana	Recognise and promote the mana and strengths of the individual
Opportunities	Take opportunities to learn and grow together
Believe	Believe that together we will make a difference
Fun	Make fun a goal

Adherence to the following documents within MASH Trust forms part of this job description

- MASH Trust Policies and Procedures Manual
- MASH Trust Code of Conduct
- MASH Trust Business Plan

These can be found at each MASH Trust Workplace.

KEY RESULT AREAS

KEY RESPONSIBILITIES	SUMMARY OF OUTCOMES
Provide support to tamariki and rangatahi that is safe and in line with Tiriti o Waitangi and MASH Trust philosophy, policies and procedures and relevant legislation.	Tamariki and rangatahi receives support in line with legislation, policies and procedures.
Deliver support within legal and ethical frameworks defined by MASH Trust and the wider community, in consultation with relevant health professionals.	Legal and ethical boundaries adhered to.
Assist with outworking the plan to meet tamariki and rangatahi needs.	Tamariki and rangatahi needs met.
Assist tamariki and rangatahi to understand and have a voice in decision making that affects them.	Tamariki and rangatahi are participating in decisions that are made about them.
Assist tamariki and rangatahi to engage in their wider community and access resources.	Tamariki and rangatahi are participating in their wider community.
Support tamariki and rangatahi to connect with identity and whakapapa and develop relationships through whanaungatanga.	Tamariki and rangatahi are growing in their understanding of ko wai au and building whanau connections.
Assist tamariki and rangatahi to participate in leisure activities, sporting, and recreational pursuits.	Tamariki and rangatahi are engaged in leisure activities/ things that they enjoy.
Ensure living conditions and maintenance of the whare is physically safe, hygienically acceptable and are conducive to optimising physical and mental health. Undertake actions to remedy any safety/ hygiene issues.	Physical environment of house is safe and hygienic Physical environment is enhancing tamariki and rangatahi wellbeing.
Actively participate in professional development and utilise skills and strengths in the support and ongoing development of other staff within MASH Trust.	Able to evidence ongoing professional development and contribute to wider group learning at MASH Trust.
To be involved in future planning and evaluating of MASH activities, job developments, tamariki and rangatahi opportunities and policies and procedures.	Provides feasible and reliable involvement in the development of own services and MASH Trust as an organisation. Is flexible in approach to work.

COMPETENCIES

A successful Youth Worker at MASH Trust will demonstrate the following competencies:

- ▶ Tamariki and rangatahi focused
- ▶ Quality focused
- ▶ Flexible
- ▶ Works well in a team
- ▶ Effective written and oral communication
- ▶ Good organisation and time management
- ▶ Problem Solving

EXPERIENCE/QUALIFICATIONS

Job Specific Knowledge and Skills:

Qualifications, knowledge, and experience	No minimum entry qualification but will be required to work towards a NZ Certificate in Health and Wellbeing (Support Work) Level 4 or hold a relevant equivalent qualification in a related field. Possess an understanding of trauma and recovery. Maintain a current first aid certificate. Maintain a current, valid, full NZ Driver License.
Communication skills	Ability to engage and build relationships with tamariki and rangatahi. Ability to communicate articulately with rangatahi, whānau, colleagues and other professionals. Able to keep clear, concise records in accurate format.
Problem solving	Ability to identify, evaluate and solve problems.
Flexibility	Demonstrated initiative. Adaptable and able to accommodate change. Willingness to work shifts – including nights and weekends.
Teamwork	Able to operate independently as well as being a contributing team player. Able to support other team members in their roles.
Professionalism	Can articulate and evidence biculturalism in practice and upholds the provisions of Te Tiriti o Waitangi.

	<p>Demonstrate an open-minded, non-judgemental approach and integrity.</p> <p>Practice within safe legal and ethical boundaries and engage in accountability systems for this.</p> <p>Promote the health and wellbeing of tamariki, rangatahi, whanau and communities.</p> <p>Provide age and stage appropriate intervention for tamariki and rangatahi.</p> <p>Ability to remain calm and follow process in potentially high-risk situations.</p> <p>Attend regular staff meetings.</p>
Professional development	<p>Participate in ongoing learning and professional development in accordance with the individual professional development plan.</p> <p>Engage in internal and group supervision as agreed with team leader.</p>

KEY RELATIONSHIPS

Internal:

- ▶ Senior Management team
- ▶ Other MASH Managers and staff

External:

- ▶ Tamariki and rangatahi
- ▶ Family/Whanau and Tangata Whenua
- ▶ Oranga Tamariki
- ▶ Health professionals and providers
- ▶ Community Health Teams