

RAUKAWA CHARITABLE TRUST (RCT)

Position Description

POSITION TITLE	Raukawa Kaiārahi – Transition Service
LOCATION	Tokoroa Raukawa Charitable Trust Office
REPORTS TO	Practice Leader - Service Development
PURPOSE OF POSITION	<p>To provide a gradual and supported transition for young people from care, to help them get a good start to their adult lives.</p> <p>To assist young people in the development of skills and knowledge over time, to support them to develop and learn from their experiences with a focus on building and strengthening a network of support, which can endure into their adult lives.</p> <p>The Raukawa Kaiārahi – Transition Service will take an approach that empowers the young person to have more say and increasing responsibility for themselves.</p>
RCT VISION	Raukawa kia mau, kia ora - A thriving Raukawa iwi.
RCT MISSION	To deliver outstanding cultural, social and environmental outcomes to ngā uri o Te Poari Matua o Raukawa.
RCT VALUES	<p>Tika – working with integrity</p> <p>Pono – working toward the vision/genuine intent</p> <p>Aroha – compassion and regard for others</p>

REPORTING STRUCTURE



DIRECT REPORTS

- Nil

RELATIONSHIPS	
<p>Internal</p> <ul style="list-style-type: none"> • Tumu Whakarae (General Manager) • Group Manager – Tiwai Hauora • Tiwai Hauora Practice Leader – Service Development • Clinical Leader – Mental Health & Addictions • Clinical Leader – Nursing • Whānau Ora Social Service Manager • RCT Staff 	<p>External</p> <ul style="list-style-type: none"> • Clients • Whānau • Oranga Tamariki <ul style="list-style-type: none"> ○ Site Manager ○ Practice Leaders ○ Staff • Caregivers • Health Service providers • Other Māori providers • Local government agencies

AUTHORITIES
Nil

ROLE INTRODUCTION
<p>Raukawa Kaiarahi Team:</p> <p>Tiwai Hauora is currently developing a number of innovative service initiatives within Oranga Tamariki, which will provide the foundation for delivering holistic, aspirational, cultural services to our people and community.</p>
<p>Raukawa Kaupapa Practice Framework:</p> <p>Tiwai Hauora is developing a unique holistic, aspirational and cultural approach: “Raukawa Kaupapa Practice Framework” which will be central to our service delivery within the social services and health sector.</p> <p>The practice of the Raukawa Kaiārahi – Transition Service will be embedded within this framework, and will work closely with the Practice Leader (Service Development) within the development phase.</p> <p>Features include:</p>
<p>Te Whare Tapa Wha:</p> <p>Te Whare Tapa Wha is the practice model that sits at the heart of our Raukawa Kaupapa Practice Framework. With its strong foundations and four equal sides, the symbol of the whareniui illustrates the four dimensions of Māori Health and wellbeing.</p>
<p>Te Aho Tapu:</p> <p>Te Aho Tapu, or the sacred thread, is the name given to the first line in weaving, as this is the line that sets the pattern that the rest of the weaving must take.</p> <p>The name not only represents our view that Raukawa values set the direction for all that we do- but also that these values pass through us and link us altogether. Te Aho Tapu intends to provide support and connections for tamariki, rangatahi and their whānau throughout their life, it also provides the ability to take a holistic approach that extends beyond service engagement and intervention.</p>

<p>Whānau Ora:</p> <p>Whānau ora acknowledges the centrality of whānau to Māori social life and works collectively to build the capability of whānau to maintain their own wellbeing.</p> <p>Advancing whānau ora through supporting the aspirational goals of our tamariki, rangatahi and whānau is one of the key features of our Raukawa Kaupapa Practice Framework.</p> <p>As an iwi organisation that has a rich history of successfully delivering Kaupapa Māori Health and Social Services, a whānau centred approach is well grafted into our service delivery.</p>	
<p>Best Practice Tools:</p> <p>The Raukawa Kaupapa Practice Framework will also be informed by the best western practice tools and approaches, all of which will help provide the appropriate practice holistic initiatives to support our tamariki, rangatahi and their whānau on their journey of health and wellbeing.</p>	
<p>Within the Raukawa Kaiārahi – Transition Service it is envisaged there will be three stages of transition support:</p>	
<p>Stage One: Preparation</p>	<p>Whilst the young person is still in care, the Statutory Social Worker is the lead worker and the Raukawa Kaiārahi’s main focus is on building a relationship with the young person, supporting implementation of the transition plan and connecting the young person to opportunities to broaden their networks of support and confidence.</p>
<p>Stage Two: Active Transition</p>	<p>As the young person leaves care, the Raukawa Kaiārahi becomes the key support role and maintains proactive contact and support with young people to the age of 21 years. This will involve helping them to navigate the services and supports they need.</p>
<p>Stage Three: Post-Care Support</p>	<p>Young adults are able to request advice and assistance to the age of 25 years. Should they require face-to-face support, this will be delivered by the Raukawa Kaiārahi.</p> <p>Some young adults with higher needs may require on-going proactive support for a longer period and the Raukawa Kaiārahi may hold a coordination role whilst ensuring appropriate adult services are in place and the young adult is receiving the support they need.</p>

KEY ACCOUNTABILITY	DUTIES AND RESPONSIBILITIES
<p>Assessment and Planning</p>	<ul style="list-style-type: none"> • During the time that the young person is still in care or custody, the Statutory Social Worker holds the primary accountability for assessment and planning. The Raukawa Kaiārahi will support the implementation of the Transition plan and develop a trusting relationship with the young person. • Lead any assessment and planning processes, post-care. • Ensure young person’s voice, aspirations and goals in assessment and transition planning, supporting participation, implementation, review and ownership of plans with young people.
<p>Support to Rangatahi</p>	<ul style="list-style-type: none"> • After a young person leaves care, the Raukawa Kaiārahi has primary responsibility for maintaining contact with the young person and continuing to provide them proactive support and assistance, including assessment, planning and review where relevant. • Maintain regular proactive contact with young people, as set out in their transition plan. • Provide practical and empathetic support to assist young people’s development and increasing responsibility. • Continue to support the young person to understand their past and provide opportunities to heal from past trauma. • Provide reassurance for young people concerning their future and positive reinforcement to build confidence in their own abilities.

KEY ACCOUNTABILITY	DUTIES AND RESPONSIBILITIES
	<ul style="list-style-type: none"> • Provide practical support to develop the skills and confidence for increased independence (e.g. grocery shopping, taking public transport). • Support young people to build, strengthen and maintain connections with whānau, hapū, iwi and a broader network of supportive adults. • Facilitate opportunities for young people to develop positive peer networks. • Respond to the young person's immediate needs in a crisis and escalate to appropriate supports / services where required.
Access to Services and Resources	<ul style="list-style-type: none"> • Identify culturally responsive services and supports to meet the needs of young people, broker, advocate or navigate access to services alongside the young person where necessary. • Collaborate with other agencies / services that have a role in the young person's life, ensuring everyone is aware of their roles, responsibilities and that this makes sense to the young person. • Identify gaps and barriers in service provision and responsiveness that need to be addressed at a higher level and escalate those needs to Oranga Tamariki. • Inform and support young people to access their full entitlements from Oranga Tamariki and universal services and facilitate access to financial support where required. • Assist young people to negotiate a support arrangement with their caregiver should they wish to remain in, or return to care to the age of 21.
Relationship Management	<ul style="list-style-type: none"> • Develop and maintain a trusting and respectful relationship with young people with clear boundaries. • Develop and maintain strong and effective working relationships with Oranga Tamariki to enable a collaborative approach to supporting young people. • Communicate and work in partnership with other people involved in the young person's life – e.g. whānau, caregivers, social workers and other professionals. • Maintain strong networks in the community and social services sector.
Quality Assurance	<ul style="list-style-type: none"> • Co-operating with any agreed quality assurance process operated by Tiwai Hauora. • Comply with and follow Tiwai Hauora policies and procedures and legislative requirements.
Self-Management	<ul style="list-style-type: none"> • Planning and taking opportunities for training, coaching and other professional development possibilities. • Managing work priorities, personal workload and stress levels with the support of your clinical leader. • Complying with organisational policies on health and safety in the workplace and participating as part of the organisation to provide for a safe and healthy work environment. • Complying with requirements of Tiwai Hauora's supervision policies.
Health & Safety	<ul style="list-style-type: none"> • Comply with Raukawa Charitable Trust Health & Safety policies, procedures and systems. • Ensure that he/she works safely at all times and encourages others to do the same. • Report hazards and accidents. • Take initiative to fix hazards. • Promote a positive Health & Safety culture in the workplace.
Team Support	<ul style="list-style-type: none"> • Attend monthly board staff hui and team hui.

KEY ACCOUNTABILITY	DUTIES AND RESPONSIBILITIES
	<ul style="list-style-type: none"> Actively contribute to the development of the Tiwai Hauora Service Development Team. Provide coverage for team members as and when required. Support and empower team members and celebrate team success to create and foster a harmonious team culture.
Training	<ul style="list-style-type: none"> Participate in training including that related to Health & Safety. Take initiative to identify training and development opportunities for self.
Additional Tasks	<ul style="list-style-type: none"> Carry out any other duties that can reasonably be requested from time to time within the framework of this position and the skills, training and experience of the incumbent. In the event of pandemic responses being initiated throughout the organization, carry out other duties requested that relate to the pandemic response but which may not be related to this position.

POSITION REQUIREMENTS

Personal Attributes:

- Passionate about working with youth.
- Able to hold high aspirations for young people.
- Non-judgemental, resilient and persistent in their approaches to providing support.
- Ability to build rapport and trust with young people and whanau.
- Ability to build and maintain positive relationships with professionals to support access to services for young people.
- An understanding of the impact of trauma, adolescent brain development and youth development approaches.
- An understanding of disability, mental health, substance abuse and the impact these can have on a young person's life.
- Behaviour management / conflict resolution skills /risk management.
- Seeks opportunities to improve the service to provide the best outcomes for tamariki, rangatahi and whanau.
- High level of personal and social competence.
- High level computer skills including Word, Excel, email and data entry.
- Excellent written and oral communication skills.
- Stakeholder management and client relationship skills.
- Excellent relationship & team building skills.

Planning and Organising

- Translates strategy into practical action plans.
- Has a bias for action and getting things done.
- Oversees and maintains existing systems and processes effectively.
- Identifies and manages time and resources to effectively deliver plans and overall strategy.
- Sets goals and monitors to meet agreed deadlines.

Analytical Thinking

- Understands and analyses both simple and complex issues.
- Generates alternative approaches to problems.

- Assimilates data and explores options from different perspectives to make effective judgments.

Qualifications, Experience and Skills:

- Cultural competency, experience and demonstrable knowledge and skill about kaupapa Māori, te reo Māori, Te Tiriti o Waitangi, Pacifica protocols.
- Knowledge of Māori models of practice (including whānau ora) and issues effecting Maōri health & wellbeing.
- A relevant qualification e.g. social work, youth work, health, teaching or human services (Level 7 or above). Exceptions may be made for people with significant relevant experience.
- Experience working with youth.
- Has an understanding of the tikanga o Raukawa, and a basic understanding of Te Reo.
- Respects, values and works in partnership with stakeholders in a manner consistent with the Treaty of Waitangi.
- Familiar with and demonstrated adherence to Health & Safety policies and procedures.
- Valid and Full Class 1 drivers' license.
- Experience working with Iwi/Maori organisations is desirable.

JOB DESCRIPTION CREATED

Date: July 2021

SIGNATURES

On behalf of Raukawa Charitable Trust:

(Signature)

_____/_____/_____
(Date)

Employee:

(Signature)

_____/_____/_____
(Date)