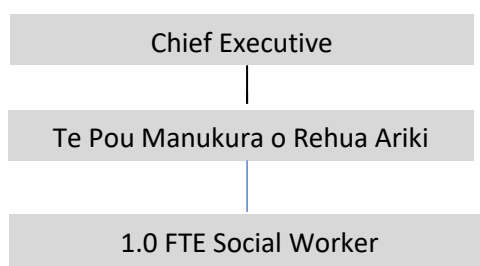


Position Description



POSITION TITLE	1.0 FTE – Youth Justice Social Worker
LOCATION	Whakatane
REPORTS TO	Te Pou Manukura o Rehua Ariki
PURPOSE OF POSITION	The purpose of this role is to provide statutory social work services which promote the protection, wellbeing and best management of children and young persons in safe families. The Social Worker will work toward this goal through the delivery of a range of intervention strategies designed to meet desired outcomes, specified by the Minister for Children.
And it	Te Pou Mataaho – the achievement of optimum health and wellness for clients we work with and their whanau, hapū and Iwi.
MISSION	To achieve prosperity and well-being for our whanau and our communities, we service through a high performing organisation.
VALUES	Tika – working with integrity Whakaponu – working toward the vision/genuine intent Aroha – compassion and regard for others

REPORTING STRUCTURE



RELATIONSHIPS

Internal

- CEO
- Te Pou Manukura o Rehua Ariki
- Service Managers
- NASH Staff
- NASH Trustees
- EBoP Iwi Alliance
- Ngati Awa uri and Marae

External

- Clients and/or whanau
- Government agencies
- Iwi and Maori Health & Social Service Providers
- Community Providers

SPECIFIC RESPONSIBILITIES AND TASKS

Social Work Practice

- Information gathering and analysis at intake and investigation phases.
- Planning, implementation, and review of appropriate interventions, in conjunction with the supervisor, and where appropriate, an assigned co-worker.
- Preparing reports as required, based on extensive and accurate information gathering and analysis.
- Using existing professional practice tools and those which may from time to time be introduced by the Ministry.
- Providing appropriate information to clients, professionals, colleagues, and others to maximise good decision-making processes.
- Participating in the processes of the Family Group Conference (FGC) and those tasks which follow an FGC.
- Completing tasks associated with the Family and Youth Court, including preparing and presenting a range of reports for Court
- Providing case management in conjunction with the supervisor and other relevant parties.
- Keeping factual and timely formal records using computer based and other information systems.
- Co-operating with any agreed quality assurance process operated by the Ministry

Quality Service Delivery

Delivering quality services that:

- Are culturally appropriate and consistent with the Treaty of Waitangi and the Ministry's Māori (Te Toka Tumoana) and Pacific Peoples (Va'aifetu) strategies.
- Comply with the Oranga Tamariki Act 1989, the Public Finance Act 1989, and with other relevant legislation and regulations.
- Are consistent with Service policies and procedures, including Oranga Tamariki's Code of Conduct.
- Are cost effective and within financial parameters set by the manager.

Internal and inter-Agency relationships

- Making a positive contribution to the development of a co-operative relationship with the supervisor.
- Working collaboratively with other social work colleagues, professional advisors, managers and other employees, and any Iwi Social Service with who the Ministry may be in partnership.
- Developing and maintaining effective links with a range of other people and agencies to maximise services built on inter-agency collaboration. This will include links with appropriate Māori and Pacific peoples, community groups, professional agencies and other client groups that relate to the practice area.

Organisational contribution

- Working with families, communities, other agencies, and professionals to protect children and young persons, manage young offenders, ensure safety and security for children and young persons in the custody of the Chief Executive of Oranga Tamariki—Ministry for Children and to provide adoption and adult adoption information services.
- Following legislative requirements, and Oranga Tamariki policies and practices always.
- Participation in the provision of a 24-hour service which includes working after hours, on weekends and Public Holiday as required
- Seeking approval for funding of interventions on a case by case basis within defined parameters.
- Accepting responsibility for accurate entering of data required for casework recording.
- Complying with all lawful and reasonable instructions given by supervisor and line managers, including delegations from Coordinators.

Self-Management Responsibilities

- Planning and taking opportunities for training, coaching and other professional development possibilities.
- Managing work priorities, personal workload, and stress levels with the support of the supervisor.
- Complying with organisational policies on health and safety in the workplace and participating as part of the organisation to provide a safe and healthy work

<p>environment.</p> <ul style="list-style-type: none"> Complying with requirements of the supervision policies. 	
<p>Other Activities</p> <ul style="list-style-type: none"> Undertaking any other appropriate activities that fall within the purpose of the position stated at the beginning of this job description. 	
<p>Community Networks</p> <ul style="list-style-type: none"> Promote the principles of the Oranga Tamariki Act within communities, encouraging community-wide responsibility for developing strategies, programmes, and protocols in relation to youth offending. Work in partnership with key players, including Police, Health, NGO, and community groups. Victim Support Services. 	
<p>KEY PERFORMANCE INDICATORS</p>	
RESILIENCE	Undertaking any other appropriate activities that fall within the purpose of the position stated at the beginning of this job description.
CONCEPTUAL THINKING	The ability to identify patterns or connections between situations; identify key or underlying issues in complex situations and resolve these by using creative, conceptual, and inductive reasoning.
ANALYTICAL THINKING	The ability to understand a situation by breaking it into smaller pieces, to be systematic, to trace cause and effect implications, and to set priorities.
INTERPERSONAL UNDERSTANDING	A desire to understand the structure and protocols of other cultures and a willingness and aptitude to utilise these for the benefit of clients of the Ministry; and ability to understand the reasons for the feelings and behaviour of others through the ability to interpret unspoken or partially expressed thoughts feelings and concerns, and through an appreciation of the cultural framework within which that person operates.
ACHIEVING THE TASK	The ability to organise work through an efficient use of time, setting targets and achieving them.
SELF-CONFIDENCE	Confidence in one's own judgement and a willingness to express an independent viewpoint.
RELATIONSHIP BUILDING	An ability to engage with clients and to establish working relationship with agencies, voluntary groups, and individuals.
INFLUENCING OTHERS	An ability to influence others through appropriate use of directive and non-directive means.
INFORMATION SEEKING AND INTERPRETATION	An ability to elicit basic information and probe for further facts through a wide range of information gathering skills.
ROLE CLARITY	An ability to be clear about one's role and to evaluate the purpose of taking a particular action.
SERVICE ORIENTATION	A desire to work within the framework of the organisation (and where appropriate, Iwi Social Service) toward meeting the desired outcomes for clients.
TEAM-WORK & CO-OPERATION	A commitment to work co-operatively as part of a team, and to be flexible in a changing work environment.
SELF-DEVELOPMENT	<ul style="list-style-type: none"> Learning is focused on current role and on career development. Designs a personal action plan to address own issues constructively and understand the most appropriate learning style for self. Uses a range of sources to develop own knowledge and skills.

	<ul style="list-style-type: none"> Seeks feedback from others with the intent of self-improvement.
Variance	
The accountabilities and responsibilities in this document may vary from time to time according to the external environment, the needs of NASH and the needs and expectations of clients.	

PERSON SPECIFICATION

Qualifications

-
- A Social Work qualification recognised by the New Zealand Social Workers Registration Board (SWRB), or
- Full SWRB registration and current annual practising certificate A relevant tertiary qualification and/or experience working with local community and Iwi/Māori services.

Essential

- Current clean full drivers’ licence.
- Ability to understand and converse in Te Reo Maori.
- Excellent communication – oral and written.
- Ability to work with a diverse range of people, groups, and community organisations and to maintain effective relationships
- Computer Literate.

Desirable

- A basic understanding of te reo Māori, a working knowledge of Māori world views, process and tikanga.
- Understands the impact of their own values and frameworks on their practice, and the importance of respectfully engaging with the values and belief systems of others.
- Established community knowledge and networks.
- Competence and flexibility in working with children and young people.
- An ability to speak to/engage with children/young people in age-appropriate ways.
- Competence and flexibility in working with family, whānau, hapu, Iwi, or family group.
- Excellent communication and interpersonal skills demonstrated in a range of situations.
- Demonstrated ability to write reports and plans to a high standard.
- Strong facilitation, mediation, negotiation, and conflict resolution skills.
- Strong relationship management skills coupled with community development skills.
- Commitment towards positive outcomes for children, young people, and their families.

Signed.....

Date.....