

POSITION DESCRIPTION

TE ROOPU O TE WHĀNAU RANGIMARIE

O TAMAKI MAKĀURAU



Title:	Social Worker
Reports to:	CEO
Location:	2 Cameo Court Road, Mangere, 2024
Direct Reports:	CEO

OUR ORGANISATION

About us

Te Roopu O Te Whānau Rangimarie O Tamaki Makaurau also known as Te Whānau Rangimarie is a Māori not for profit Trust that provides specialist family harm and social services, women's safe housing and transitional housing to the community.

The organisation was founded in the early 1980's due to the high need for Māori programme providers required to assist with the growing statistics of Māori and family violence. The organisation exists to support the community by offering prevention and intervention services that address family violence and social service needs and short term housing to meet immediate housing needs.

The Trust was incorporated under the Charitable Trusts Act 1957 on 15th December 1993.

Our vision

Our vision is:

'All people live in healthy, safe and loving homes'

Our purpose

The purpose of the Trust is to provide services to those in need particularly short term housing and safe housing, social support and advocacy, education and training - particularly in life changing education such as safety, non-violence and parenting courses, about safety, well-being, future aspirations and goals and options for employment and career development.

Our values

WHĀNAUNGATANGA, TŪHONONGA - Building rapport with whānau and working together as a whānau protecting, trusting and looking after each other.

MANAAKI TANGATA - Working with respect and generosity by being kind and supporting each other and whānau through listening, trusting and protecting.

AROHA, KOHARATIA - Working with love, passion, empathy and being non judgemental.

TIKA - Working with integrity and accountability.

MOEMOEĀ - Incorporating all values together to support whānau resilience and aspirations

Our core outcomes

Our core outcomes are:

- All whānau are in healthy, safe, loving families and communities where they can be safe, strong, connected, and able to flourish
- Improved outcomes for all whānau, especially Māori tamariki and rangatahi.

POSITION PURPOSE

The purpose of this role is to provide social work services which promote the protection, wellbeing and best support to whānau and individuals. The Social Worker will work toward this goal through the delivery of a range of intervention strategies designed to meet the aspirations of whānau and desired outcomes, specified by Te Whānau Rangimarie.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Social Work Practice	<ul style="list-style-type: none">- Information gathering and analysis at intake and assessment phases.- Planning, implementation and review of appropriate interventions, in conjunction with all those involved.- 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 Te Whānau Rangimarie.- Providing appropriate information to whānau, professionals, colleagues and others in order 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 if required- Providing case management in conjunction with the practice manager and other relevant parties.- Keeping factual and timely formal records through the use of computer based and other information systems.- Co-operating with any agreed quality assurance process operated by Te Whānau Rangimarie.
Quality service delivery	<p>Delivering quality services that:</p> <ul style="list-style-type: none">- Are culturally appropriate and consistent with the Treaty of Waitangi and the Ministry's for Children's Māori (Te Toka Tumoana) and Pacific Peoples (Va'aifetu) strategies.- Comply with the Children, Young Persons' and Their Families Service Act 1989, the Public Finance Act 1989, and with other relevant legislation and regulations.- Are consistent with Service policies and procedures- Are cost effective and within financial parameters set by the manager where required.

Internal and inter-Agency relationships	<ul style="list-style-type: none"> - Making a positive contribution to the development of a co-operative relationship with all stakeholders internally and externally. - Working collaboratively with other social work colleagues, professional advisors, managers and other employees, and any Iwi Social Service with who the Service may be in partnership. - Developing and maintaining effective links with a range of other people and agencies in order to maximise services built on inter-agency collaboration. This will include links with appropriate Māori and Pacific peoples, community groups, professional agencies and other whānau groups that relate to the practice area.
Organisational contribution	<ul style="list-style-type: none"> - Working with families, communities, other agencies and professionals to protect children and young persons and strengthen whānau relationships. - Following legislative requirements, and Te Whānau Rangimarie policies and practices at all times. - 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 managers, including delegations from management.
Self-Management Responsibilities	<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 the management. - 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 the supervision policies.
Other Activities	<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.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none">- Other practitioners within Te Whānau Rangimarie
External	<ul style="list-style-type: none">- Whānau, hapu, iwi, mana whenua- Social Work practitioners within Iwi Social Services- Local community groups, networks and social service agencies;- Other Government agencies such as: Ministry of Social Development, Housing, Office of the Commissioner for Children, Education, Health, Immigration Service, Internal Affairs, Justice, Te Puni Kokiri, Youth Development, Corrections- Community Service Providers

QUALIFICATIONS & EXPERIENCE

Qualifications	<ul style="list-style-type: none">- A Social Work qualification recognised by the New Zealand Social Workers Registration Board (SWRB), and- Full SWRB registration and current annual practising certificate, and- Hold a full, clean valid drivers' licence.
Personal commitment	Demonstrated evidence of commitment to the following is required: <ul style="list-style-type: none">- our organisational vision, purpose, values and goals- Treaty of Waitangi, Te Toka Tumoana, Va'aifetu and Puao-te-Ata-tu- Working with whānau and colleagues in a culturally sensitive and appropriate manner.- Equal employment opportunities.

POSITION COMPETENCIES

Competency	Description of success profile behaviour
Resilience	A demonstrated ability to persevere through periods of heavy workloads in stressful situations.
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 whānau; 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 view point
Relationship building	An ability to engage with whānau 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.
Listening and responding	An ability to listen, to interpret, clarify and respond appropriately.
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 whānau.
Team work and co-operation	A commitment to work co-operatively as part of a team, and to be flexible in a changing work environment.