

Position Description

Our Purpose and Vision:

We are a Ngāti Whātua organisation, characterised by diversity and committed to achieving meaningful health and social outcomes for everyone. This identity gives us both our purpose and our vision.

Our Values:

Manaakitanga: enhancing the mana of others

Rangatiratanga: supporting people's self-determination

Whakawhanaungatanga: establishing relationships, a sense of belonging, family connections and kinship.

Position	Pou Whirinaki
Location	Auckland Region
Reports to	Service Manager
Direct Reports	
Key Objectives	<ul style="list-style-type: none"> • Service Delivery Provide guidance to support workers and colleagues utilising Te Whare Tapa Whā framework and kaupapa Maori guidelines. • Relationship Management Promote the wellbeing of clients, whanau and communities; build ongoing connections, with the overall aim of achieving organisational objectives.
Position Purpose	<p>To maintain and support the development of Kaupapa Maori Services within Kāhui Tū Kaha Mental Health Services, according to the principles of Te Tiriti O Waitangi.</p> <p>Using the principles of client recovery, kaupapa Māori, Te Whare Tapa Whā and utilising community resources, actively works with staff and Tangata whai I te ora in their communities to identify goals and support needs.</p>
KEY RESPONSIBILITIES AND EXPECTED OUTCOMES	
Key Accountabilities	Expected Outcomes
Lead and advice on the development and progress of Kāhui Tū Kaha Māori Action Plans	<p>Short and Long-term goals are identified, prioritised and developed.</p> <p>Develop and promote the demonstration and practice of kaupapa Maori in association with other Kāhui Tū Kaha Managers.</p>
Support the implementation and best practice development of Te Whare Tapa Whā o Kāhui Tū Kaha health model. That fosters a culturally responsive 'whānau ora' approach.	<p>Promote and demonstrate Kāhui Tū Kaha Tikanga guidelines in association with Te Whare Tapa Whā model of health.</p> <p>Consider culturally responsive whānau ora approaches when developing plans.</p> <p>Actively support workers and colleagues utilising Te Whare Tapa Whā framework and Tikanga Maori guidelines in conjunction with the Cultural Strategic Advisor and Best Practice Manager.</p>

	Actively participate in on-going training and development, supervision (individual and group), performance reviews, project meetings.
Provides guidance and support, mentoring and coaching regarding the practices of kaupapa Maori. For example, Tāiki Model, Hua Oranga & Takarangī Cultural Competency	<p>Contributes to workforce development that has a positive effect on staff capability with the practices of kaupapa Māori.</p> <p>Coach and support staff in demonstrating a sound understanding of the effective use of the principles of kaupapa Maori as part of their daily practice with service users.</p> <p>Undertake continued professional development as required.</p> <p>Develop and facilitate presentations about Kaupapa Māori -focused services to community groups, funders and other professional bodies as required.</p>
Develops effective and approachable relationships with service users and their whānau that foster and support reconnecting to/of whānau /hapū.	<p>Meeting with all Māori service users at least once per week to provide cultural support and guidance for the reunification of at least 80% of the service users/ whānau & hapū.</p> <p>Strengthen, maintain and progress relationships with Iwi and Māori Health providers in CMDHB.</p> <p>In association with other Kāhui Tū Kaha Managers, develop and promote the demonstration and practice of kaupapa Māori.</p>
Actively participates in on-going training and development, supervision (individual & group), performance reviews, project meetings, etc.	Training & development, supervision, performance reviews and project work all planned and completed.
Relationship Management	Expected Outcomes
Maintain progressive and strong relationships with Iwi Maori in Tamaki Makaurau.	<p>Develop and undertake presentations about kaupapa Maori-focused services to community groups, funders and other professional bodies as required.</p> <p>Presents apposite and professional image of Kāhui Tū Kaha and kaupapa Maori to external groups.</p> <p>Regular whānau wananga are held for Maori staff within Kāhui Tū Kaha, to support staff develop best practice according to Tikanga Maori protocols.</p>
Health, Safety and Wellbeing	Expected Outcomes
Adhere to all health and safety policies and procedures, ensuring personal safety in different work environments.	<p>Monitor compliance with health and safety policies and procedures.</p> <p>Actively takes steps to minimise safety risks by identifying and reporting potential work hazards.</p>

	Reports any accidents and incidents immediately or as soon as possible to ensure investigation occurs and appropriate measure are implemented to prevent recurrence.
Miscellaneous	Expected Outcomes
Makes a positive contribution to their team, works co-operatively, collegially and contributes to the success of their team.	Demonstrate team work by supporting team meetings, team planning and assisting colleagues with client work when required.
Carry out all agreed and relevant duties as requested by the Employer.	Other work is undertaken and completed. Commitment and flexibility is demonstrated. The company's operations are fully functional, effective and efficient.
KEY RELATIONSHIPS	
Internal	External
<ul style="list-style-type: none"> • Kāhui Tū Kaha staff and management • Kaumatua and Whānau Rōpū of Kāhui Tū Kaha • Māori intensive Support Team and Māori Clinical Health Board staff 	<ul style="list-style-type: none"> • Tangata Whaiora whānau, caregivers and other support people • Mental Health and health providers • Community and government agencies • Non-government organisation service providers.

PERSON SPECIFICATION

Experience and Qualifications

Experience

- Mental health or social work experience or other community work experience
- Experience in the non-government sector
- Experience in counselling, pastoral outreach and community development
- Experienced networker with an ability to build and utilise resources (the role requires people who can be pro-active in engaging in and accessing community resources – must be able to build knowledge of what is around available and how it can be accessed).

Knowledge and

- Sound proficiency level of Te Reo Māori me ōna tikanga is essential
- Sound knowledge of tikanga & Te Ao Māori
- Good knowledge pf kaupapa Māori
- An understanding of Te Whare Tapa Whā model
- Treaty of Waitangi and ci-culturalism
- Knowledge of relevant mental health legislation
- Cultural awareness with wide knowledge of Māori services and agencies in the Mental health sector.
- Profound knowledge of, an experience in community work
- Profound understanding of mental health.

Qualifications

- Minimum Level 4 Mental Health qualification or similar

Technology

- Sound computer skills including the use of email, internet and Microsoft Office applications.

Other

- Full, current New Zealand driver’s licence.

Role Specific

Key Competencies	Performance Statement
Building Relationships	Build effective relationships with all stakeholders. Effectively networks and promotes organisational values, goals and actively advocates for our tenants.
Developing and Coaching	Provide clear direction and motivate staff to work towards same goals. Forster and encourage organisational learning and inspire commitment. Recognise contributions and celebrate success.
Innovation Management	Implements effective systems and processes, foster innovation and removes barriers. Develop reasonable performance standards and evaluates the outcomes.
Valuing Diversity	Support services and staff to engage and work effectively with a wide range of people from diverse cultures and recognise the impact culture has in the recovery processes.
Leadership	Work in collaboration with teams to motivate, encourage and support others. Ability to lead, facilitate and initiate decision making. Able to act as a resource to staff.

Accountability	Take personal responsibility for the quality of work. Makes the best use resources available.
Adaptability and Flexibility	Adapts to changing business needs, conditions and work responsibilities. Responds positively to change, embracing and using new practices or values to accomplish goals and solve problems.
Effective Communication	Ensure relevant and timely information is available for staff and stakeholders. Conveys information effectively.
Integrity and Trust	Leads by example.
Personal Effectiveness	Manage own time, priority and resources to achieve goals. Take responsibility for own and all direct reports professional development.