

Whakaaturanga Tuunga me te Whakatakotoranga Tangata

Position	Social Worker - Kaimahi Toko i te ora	Pos #
Department/division	Tai Poutini Polytechnic Student Support	
Main location	Greymouth campus	
Staffing responsibility	Nil	
Academic delegation	Nil	
Financial delegation	Nil	
Human resource delegations	To be agreed	
Employment agreement	Individual Employment Agreement	
Classification	Proportional 0.8FTE (32 hours per week) Fixed term – January 17, 2024 – December 16, 2024	
Salary range	Grade 6 to 8 66,135- 87,716 (full time rate, pro-rata for part time positions)	

Our purpose and values

Ngāi Tātou ki te Whai Ao

Transform Lives Through Education, Enterprise and Agency

Our values are:

- **Aroha** - Respect
- **Hono** - Connect
- **Hihiri** - Inspire

Our Commitment to Te Tiriti o Waitangi and Equity for Māori

As a Business Division of Te Pūkenga, TPP is committed to giving effect to Te Tiriti o Waitangi and delivering services in a manner that responds with excellence to the needs of Māori learners and their whānau, as well as the aspirations of iwi and Māori communities throughout our catchment (including Māori employers). To deliver effectively on this commitment, TPP recognises the need for a culturally competent and confident workforce vertically and horizontally across our organization who collectively give effect to TPP's Framework for Māori Achievement.

Prime function/purpose of the job

The Social Worker will work collaboratively within the Student Support team to provide social work services to TPP students and contribute positively to their student experience, engagement and success. This includes providing culturally informed, safe and clinically effective patient/client assessments, developing and delivering educational workshops and actively building and maintaining professional relationships with essential external services and government agencies. The Social Worker will work flexibly across campuses, i.e. Greymouth and Westport sites, to meet the students' needs in the delivery of social work services. The Social Worker will also participate in evaluations and planning of services to ensure services are aligned and sufficiently reaching the full spectrum of our learner community.

Functional relationships

Internal

- Manager – Student Support
- Learner and Disability Support

External

- Health and social care agencies, government departments and health care professionals
- Community groups and organisations including those with strong links to Maori and Pacific communities

Professional profile

Qualification/knowledge

- A Social Work qualification (minimum Bachelor's Degree)
- Current registration/practicing certificate with the Social Workers Registration Board
- Working knowledge of Māori protocols and ability to apply these in service planning and provision
- Knowledge of current social and cultural issues
- Knowledge of self-care strategies
- A clean, current NZ drivers' licence is preferred as travel between campuses will be required
- Meets (and maintains) the Ara risk assessment requirements regarding COVID-19 Vaccination (see notes below).

Experience/skills

- Demonstrated experience providing social work services to a diverse range of clients including youth
- Highly developed therapeutic assessment and intervention skills
- Excellent communication, listening and interpersonal skills
- Research skills
- Knowledge of crisis intervention models
- Ability to appropriately apply tikanga Māori and draw on Mātauranga Māori to inform and shape practice and ways of engaging learners into the services available.
- Skill in analysing and evaluating human behaviour including the ability to interpret unspoken or partially expressed thoughts or concerns
- An understanding of human development and relationships
- Ability to work confidentially with clients
- Strong understanding of child protection related legislation and regulations
- Well-developed relationship building skills and the ability to establish working relationships with agencies, voluntary groups and individuals
- Resourceful and solutions focussed
- Proven experience successfully engaging with students and communities from diverse backgrounds and identities, in particular Maori, Pacific, Youth, Rainbow community, and people with disabilities.
- Proficient user of Microsoft Office packages and other relevant business software.

Personal Attributes

- Embraces TPP values/Kaupapa
- Committed to equity for Māori and advancing Māori achievement
- Recognise the benefits and validity of diversity (cultural, socioeconomic, age, ability)
- Committed to the articles of Te Tiriti o Waitangi
- Mature, broad-minded and non-judgemental
- Caring, empathetic and supportive
- Positive, and able to appreciate people's strengths

- Ability to set clear professional boundaries
- Ability to relate well to a diverse range of students/clients
- Resilience and effective self-evaluation and reflection skills
- Committed to professional development
- Confidence in one's own judgement
- Committed to working collaboratively as part of a team
- A desire to understand the structure and protocols of other cultures and a willingness to use this for the benefit of students/clients.

Preference will be given to candidates who also demonstrate the following knowledge, skills and experience

- Minimum of 3 years professional practice
- Experience in supporting tertiary learners
- Tertiary qualification with a Kaupapa, Tikanga Māori, or Pacific focus advantageous
- Proficiency in Pacific language, Te Reo Māori and Tikanga, or progressing on the language learning journey
- Networks and relationships with youth agencies particularly those who work with Rangatahi Māori or Pacific people
- Knowledge of the education sector, ideally from a Māori or Pacific viewpoint.

Please note that you will be required to provide evidence of any qualification, professional membership, license or registration required for the role.

Key focus areas	Expected outputs and outcomes include
Service Delivery <ul style="list-style-type: none">• Respond appropriately to referrals• Prioritise and manage the needs of the student/client• Assess, facilitate and provide social work services for a caseload of students/clients to:<ul style="list-style-type: none">○ Provide a safe, culturally appropriate, confidential and encouraging environment for students/clients○ Provide a service which makes use of tools that clients can connect to and relate with from both a personal and cultural perspective○ Provide a professional level of therapeutic support and social interventions to students/clients○ Work individually with students/clients using a range of tools and resources including structured and focussed ways of addressing problems○ Formulate and document individualise social work interventions using clinical reasoning skills and in-depth knowledge of treatment approaches○ Empower and support students/clients in making decisions and resolutions○ Research ways to help deal with specific student/client problems○ Reassess and evaluate the student/client's progress against identified goals and adjust interventions as situations change○ Complete referrals on to other services to work with the student/client as appropriate• Contribute positively to the student experience, engagement and success• Complete notes and documentation• Ensure that student/client confidentiality is maintained at all times.• Develop, coordinate and facilitate specific health campaigns/initiatives/educative workshops for the Ara community i.e. Alcohol and Addictions, Family Violence workshop etc.	<ul style="list-style-type: none">• Social work services appropriately provided• Client notes completed and securely filed to ensure client privacy and confidentiality.• Students/clients are provided with the highest quality care in accordance with the Social Workers Registration Board and The Code of Health and Disability Services Consumers' Rights.• Proactive in providing educative and supportive health and social care initiatives.• Māori and Pacific student engagement levels are appropriate and record appropriate satisfaction.

<p>Personal and Professional Development</p> <ul style="list-style-type: none"> • Ensure up-to-date knowledge of different social work theories and techniques • Evaluate and reflect on own practice in order to identify directions and strategies for professional development • Attend professional clinical supervision on a monthly basis (funded by Ara) 	<ul style="list-style-type: none"> • Ensures knowledge, skills and practice are continuously evaluated and developed to maintain competency • Participate in People and Culture processes (e.g. Orientation, Induction, Professional Development and Valuable Conversations including your 'Growth Plan'). • Education sessions attended • Professional supervision utilised • Professional currency supports quality and learning organisation objectives at Ara • Professional development needs are met, capability increases.
<p>Planning and Development</p> <ul style="list-style-type: none"> • Work professionally and collegially to resolve problems and initiate improvements • Work collaboratively with the Customer Experience and Engagement team to develop and implement new initiatives across the institution. 	<ul style="list-style-type: none"> • Work cooperatively to develop and support a shared vision, innovation and problem solving. • Project materials are developed • A culture of continuous improvement is fostered •