

# POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Resource Worker
Group:	Service Delivery
Reports to:	As specified
Location:	As specified
Direct Reports:	No
Budget:	No

## PUBLIC SERVICE PURPOSE STATEMENT

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āiane, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hāpori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

You can find out more about what this means at (<https://www.publicservice.govt.nz/about-us>)

## OUR ORGANISATION

### About us

Oranga Tamariki—Ministry for Children is a Ministry dedicated to supporting any child in New Zealand whose wellbeing is at significant risk of harm now, or in the future. We also work with young people who may have offended or are likely to offend. Our belief is that in the right environment, with the right people surrounding and nurturing them, any child can, and should flourish.

### Our vision

Our vision is: New Zealand values the wellbeing of tamariki above all else.

### Our purpose

Our purpose is: To ensure that all tamariki are in loving whānau and communities where oranga tamariki can be realised.

### Our core outcomes

Our core outcomes are:

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

**The Oranga Tamariki  
way**



## POSITION PURPOSE

The purpose of this position is to undertake paid casual work as Resource Workers with clients of Oranga Tamariki. All work will be undertaken on a short-term contract basis and regular work is not guaranteed. Decisions regarding the allocation of tasks will be made by the key social worker in consultation with their supervisor.

The position holder will adhere to the principles and processes as laid down in the Oranga Tamariki Act 1989.

## KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
<b>Delivery of services</b>	<ul style="list-style-type: none"> <li>– Completion of tasks negotiated with the referring social worker including: <ul style="list-style-type: none"> <li>– escorting young people to some Oranga Tamariki residences and other placements e.g. Whakapakari</li> <li>– supervision of community work</li> <li>– support work at Family Homes</li> <li>– one-on-one work with clients assisting them to achieve specific goals</li> <li>– supervision of access visits</li> <li>– baby sitting</li> <li>– providing transport</li> <li>– keeping accurate written records of client contact</li> <li>– attendance at Family Court where necessary to provide evidence in relation to Oranga Tamariki clients.</li> </ul> </li> </ul>
<b>Being part of the Oranga Tamariki team</b>	<ul style="list-style-type: none"> <li>– Actively and positively participate as a member of the team</li> <li>– Proactively look for opportunities to improve the operations of Oranga Tamariki</li> </ul>

Key Result area	Key Accountabilities
	<ul style="list-style-type: none"> <li>– Perform any other duties as needed by Oranga Tamariki</li> <li>– Comply with and support all health and safety policies, guidelines and initiatives</li> <li>– Ensure all incidents, injuries and near misses are reported into our H&amp;S reporting tool</li> <li>– Comply with all legislative and regulatory requirements, and report any breaches as soon as they become known</li> <li>– Adhere to all Oranga Tamariki procedures, policies, guidelines, and standards of integrity and conduct</li> <li>– Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these into your work.</li> </ul>

## KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> <li>– Oranga Tamariki staff</li> </ul>
External	<ul style="list-style-type: none"> <li>– Police</li> <li>– Courts</li> <li>– Other government agencies</li> <li>– Local community groups</li> <li>– Iwi social services.</li> </ul>

## QUALIFICATIONS & EXPERIENCE

Qualifications	<ul style="list-style-type: none"> <li>– A clean, current driver's licence is essential.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>– Previous successful experience in social services work or other relevant experience</li> <li>– Previous successful experience in working with children and young people</li> <li>– Ability to manage sensitive and confidential information in an appropriate manner</li> <li>– Ability to become familiar with working with Acts and regulations</li> <li>– Demonstrated understanding of Māori/Pacific Island and other cultures</li> <li>– Empathic and non-judgemental.</li> </ul>
Skills	<ul style="list-style-type: none"> <li>– Excellent verbal, written and interpersonal communication skills</li> <li>– Competence in managing and supporting children and young people</li> <li>– Excellent observation skills</li> <li>– Behaviour management/conflict resolution skills</li> <li>– Calm and professional manner, with the ability to maintain performance under stress such as distressed children and angry</li> </ul>

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adults

- Positive role modelling – being consistent in behaviour, generating confidence and displaying commitment to others
  - Ethical practice and the ability to maintain professional boundaries.
  - Understanding and appreciation of cross cultural issues and concerns, in particular, knowledge of tikanga Māori, and Pacific peoples' culture.
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