



Position Description

Youth Worker

Mission

We walk with people across the generations to create together places to live, learn and thrive. We call out injustice and advocate for positive social change.

POSITION PURPOSE AND PRIMARY OBJECTIVES

Purpose

To enhance the future of Dunedin's youth, working in an integrated team passionate about positive youth development, with shared outcomes to make a positive difference in our young peoples' life.

To help facilitate an engaging and effective positive youth development and education programme.

Primary Objectives

- To be responsible for the care, support, and education of Young People.
- To help strengthen a young person's mental health through providing and facilitating a space of belonging, mastery, generosity, and independence.
- To provide clear boundaries within a programme, role model appropriate behaviour.
- To help the young people connect with their wider community and help transition youth into positive future-focused initiatives.
- To cultivate a positive culture within groups.
- Providing positive role modelling to rangatahi; using appropriate language, conduct and behaviour based on respect, fairness, integrity, and the New Zealand Code of Ethics for Youth Work in all interactions.

| Accountability | Expected Outcomes / Key Performance Indicators |
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| Care, support, and learning of Rangatahi. | <ul style="list-style-type: none"> • Work to enhance the mana of the young person through building their generosity, independence, belonging and Identity, and their Competency. • Rangatahi support is culturally responsive (recognizing the needs of Maori, Pasifika, and includes other ethnic and diverse communities). • Initiate positive relationship building and coordinate pastoral care of rangatahi involved with YouthGrow. • Contribute to the creation and regular review of an Collaborative Action Plans with each young person, ensuring they are making progress towards their goals. • Connect and communicate appropriately with a strengths-based lens with whanau and other agencies connected to the rangatahi. • Assist young people to develop an appreciation of their own and others culture. |
| Facilitation of Programmes to Rangatahi | <ul style="list-style-type: none"> • Plan and run activity sessions, taking responsibility for students during this time. • Assist in the smooth running of the youth development programme. |
| Education | <ul style="list-style-type: none"> • Support the team to facilitate an education programme for youth, including facilitating small group and one to one learning with youth. • Use own knowledge and passions to develop and deliver educational modules. • To facilitate and enable the delivery of NZC aligned programme content eg; Te Kura |
| Transition | <ul style="list-style-type: none"> • Engage with relevant services and refer young people when appropriate. • At the end of a young person's time at YouthGrow, contribute and facilitate each young person's transition from YouthGrow on to future goal-orientated programmes, work, or other discussed goal. |

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| Professional Framework | <ul style="list-style-type: none"> • Keep accurate records of work • Consistently maintain the rights and dignity of the individual young person. • Align work with New Zealand Code of Ethics for Youth Work. |
| Safety of Children and Young People | <ul style="list-style-type: none"> • Providing positive role-modelling to young people. Using appropriate language, conduct and behaviour based on respect, fairness, and integrity in all interactions. • Take reasonable steps to prevent any harm and ensure the safety of the children and young people. • To encourage full and positive participation in activities. |
| Expectations of all PSO Employees | |
| Communications / Interpersonal relationships | <ul style="list-style-type: none"> • Positive and collegial relationships are developed and maintained. • Verbal and written communication is at a high standard, relevant and appropriate to the audience. |
| Performance development and learning | <ul style="list-style-type: none"> • Active engagement with personal development review process. • Personal and professional development goals and objectives are established. • Be responsible for own ongoing education and skills required in designated role. |
| Continuous improvement | <ul style="list-style-type: none"> • Make recommendations for improvement to services, work practices and / or workflow. |
| Health and Safety <i>PSO is committed to achieving the highest level of health and safety for its staff and everyone has health and safety responsibilities.</i> | <ul style="list-style-type: none"> • All employees are expected to identify, report and where appropriate resolve issues that may cause harm to themselves or others in the organisation. • You are expected to work safely and to actively participate in health and safety programmes in your work area. • All accidents or potential hazards must be reported to your direct line manager. |
| Te Tiriti O Waitangi / The Treaty of Waitangi <i>PSO is committed to its obligations under Te Tiriti o Waitangi / the Treaty of Waitangi.</i> | <ul style="list-style-type: none"> • As an employee you are required to give effect to the articles as well as the principles of Te Tiriti o Waitangi / the |

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| | Treaty of Waitangi – Partnership, Participation and Protection. |
| Relationships | |
| Reports to: YouthGrow Team Leader | Direct Reports: N/A |
| Internal Relationships: YouthGrow Manager YouthGrow Staff Family Works Staff Support Centre Staff | External Relationships: Relevant NGOs and Government Agencies Whanau of young people Key stakeholders |
| Person Specifications | |
| Work Qualifications / Skills <ul style="list-style-type: none"> • Preferably has/or is working towards a Level 4 or greater qualification in Youth Work, or Social Work ideally at level 6 • Be skilled in cultivating a positive culture within groups. • Have experience in group facilitation with young people • Has transferable skills or experience in the Arts, technology or trade-related areas • If professionally qualified, is registered by the relevant professional body where applicable. • Having experience in young adult education assessment would be desirable. | |
| Experience/ Knowledge <ul style="list-style-type: none"> • Full Driver's license and willingness to drive a Van run. • Has experience in youth facilitation and working with youth. • Level 4 or greater qualification in Youth Work or Social Work | |
| Personal Qualities <ul style="list-style-type: none"> • Be passionate about connecting and empowering young people. • Have skills and experience building relationships of high trust with young people. • Champion strengths-based approach working with young people. • Be self-aware and comfortable in working across a range of cultural contexts. • Have a flexible and adaptable approach to meet the needs of the young person. • Be well organised with good integrity - especially toward the young people and families you are working with. • Contribute positively to a team environment. | |
| Physical Requirements This role is diverse and can be physically demanding, including walking, running, sports, and outdoor recreational activities. Some gardening and hands-on work may be required as part of this role. | |

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| Working Together |
| Our Work <ul style="list-style-type: none"> • We are person centred in our organisation. • We strive always to do better, to work hard and to the best of our ability. |

- Each person knows they make a difference and they feel valued because of this.

Our Organisation

- We are committed to delivering on the organisation direction and values.
- We are responsible and accountable for our actions and behaviours.
- We are committed to positive, proactive leadership.
- Each person is empowered to succeed, with the orientation and on-going support needed.
- Expectations are communicated clearly and understood by each team member, through team meetings, regular and timely feedback, and annual appraisals.

Our Team

- We share and learn from each other; are open and honest, support and cooperate with each other, and do the right thing at the right time.
- We should hold each other accountable by giving and receiving constructive feedback.
- Our relationships are based on mutual respect, by treating each other as we wish to be treated. We are courteous and responsive.
- We affirm each person as a valued member of the team by giving each other positive reinforcement.

Values

In fulfilling our Mission, we will endeavour to act with Faith, Compassion, Respect, Integrity, Courage, and Independence.

