|  |  |
| --- | --- |
| **Title** | **Youth Coach** |
| **Responsible to** | Manager  Reports to Team Leader Wairarapa Youth Service |
| **Staff Responsibility** | Nil |
| **Financial Delegations** | Nil |
| **Location** | Wairarapa Safer Community Trust |
| **Date** | 2022 |

**Wairarapa Safer Community Trust**

**Our Vision:** Recognised Leader in Our Work

**Mission:** Helping to grow a community that is safer and healthier – through quality services and partnerships

**Position Purpose**

To support the Vision, Mission and Purpose of Wairarapa Safer Community Trust through mentoring, supporting and guiding children / young people and their families / whānau, to reduce the harm and risk associated with young people's alcohol and drug use, offending and other at risk behaviours.

| **Objective** | **Performance Measure** |
| --- | --- |
| **Service Delivery**  1.Provide effective, timely and responsive supports to young people  2. Work in partnership with young people and their families to assess, plan, implement, review and monitor a range of intervention strategies  3. Liaise effectively with key service providers and statutory agencies engaged with the young person to ensure they contribute to and support the plan for each young person  4. Risk management processes and practises protect young people and others from harm | Participation of young people in recreational, educational and pre-employment / employment opportunities is increased.  Intervention strategies are rights based, reflect sound professional practise, and are relevant to the needs of the client.  Personal plans reflect the aspirations of the young person and the contributions of their family/whanau and significant others.  Positive relationships between young people and  their communities or hapū, peer groups and institutions (e.g. education, health and justice systems) are strengthened.  Assessment, intervention, support plans and evaluations demonstrate best practise, and are in accordance with relevant legislation, regulation, policies and codes of ethics.  Young people are supported in a coordinated and consistent manner with key agency commitments stated in planning.  Young people have access to all applicable resources to enhance their lives and ensure their wellbeing and safety.  Young people are referred to appropriate services when necessary.  The personal plan of each young person includes risk management planning identifying where the young person can seek help and a Plan for potential crisis situations. |
| **Objective** | **Performance Measure** |
| **Organisational Requirements**  1. Functions as an active, supportive and collaborative member of the Wairarapa Safer Community Trust team to deliver on the strategic direction of the organisation and implement service quality improvements.  2. Ensures that all service requests, commitments and complaints are met with a professional customer-friendly and timely response.  3. Practices in accordance with all relevant professional standards, codes of ethics and Wairarapa Safer Community Trust Policies and Procedures.  4. Maintains records, statistics and provides monitoring reports as required by service and organisational policy | Evidenced in individual and team work plans as well as in overall business and quality improvement plans.  Professional expertise is made available to assist  colleagues in a positive, proactive and professional manner.  Service users and external stakeholders indicate a high level of satisfaction with responsiveness and positive resolution of issues (as evidenced in customer feedback process and annual stakeholder evaluation process).  Professional accountability for practice is demonstrated.  Work practise adheres to Code of Ethics for Youth Work in Aotearoa New Zealand.  Where affiliation to another professional group exists, and is endorsed by Wairarapa Safer Community Trust, registration is maintained e.g. Social Worker registration. Costs reimbursed to be negotiated with Manager on an individual merit base.  Demonstrates clear understanding of boundary roles and ensures management are fully informed and engaged in matters of strategic importance and potential risk.  Internal, and external reporting requirements are met in a timely manner and by the provision of high quality information. |
| Treaty of Waitangi Commitment  1. Applies Treaty of Waitangi articles and principles in all aspects of work | Demonstrates understanding of the principles of the Treaty of Waitangi and integrates these into practice  Demonstrates awareness of differing spiritual beliefs and protocols amongst family / whānau and Iwi groups, Pasifika and all other ethnicities. |
| Meeting the Needs of Minority Groups  1. Works with young people and families from different ethnic groups in culturally appropriate and sensitive manner  2. Supports young people and family members with disabilities (including mental illness) in a respectful and empowering manner | Provides evidence of seeking cultural advice where necessary and taking appropriate action.  Demonstrates an understanding of disability rights and the New Zealand Disability Strategy. |
| Health &Safety  1.Complies with all organisational health and safety requirements | Applies health and safety polices to all work practices and takes personal responsibility for own health and safety requirements. |

**Key Accountabilities**

**KEY FUNCTIONAL RELATIONSHIPS**

**Internal**

Manager

Wairarapa Safer Community Trust Board

Team Leader

Practice Assistant

Youth Coaches

Parenting Educator

**External**

Alcohol & Drug Services Education providers

Child, Youth and Family Services Central Government

Police Employers

Community support agencies Family/ whānau, carers Health Services Work & Income

Iwi Providers Youth Justice

|  |
| --- |
| **COMPETENCIES**  Key Competency:  Comprehensive knowledge or experience of Youth work, family support and community development / action theory and practice  **QUALIFICATIONS**  **Essential:**   * Relevant tertiary qualification – this may be from a range of disciplines including: Youth work, social work, community development, education, drug and alcohol Counselling, social policy * Experience working with young people and families / whānau * Current New Zealand Drivers Licence * No criminal convictions (as per requirement for agencies working directly with children and young persons)   **Desirable:**   * Relevant experience in a community support services role * Current First Aid certificate * Computer literacy in Microsoft Word, Excel, Outlook, Databases * Te reo me ona tikanga Maori   **SKILLS**  **Essential:**   * Commitment to the principles of the Treaty of Waitangi. * Adheres to the principles of the Vulnerable Children Act 2014 * Experience in implementing effective strengths based interventions and supports, for young people and their family/ whānau. * Proven ability and experience in timely and concise report writing * Ability to apply theoretical concepts and professional knowledge base to practice. * Knowledge of social support systems and local community resources. * Understanding of community development / action principles and experience in applying these in a local community. * Commitment to the principles and practice of continuous quality improvement. * Excellent interpersonal and communication skills, including ability to deliver presentations * Ability to manage time and resources effectively to achieve results. * The ability and willingness to work with others co-operatively and productively in order to achieve group objectives.   **PERSONAL QUALITIES**   * Sense of humor * Self-motivated, able to work with a minimum amount of supervision. * Creative and innovative * Multi-task * Work within a team environment * Resilient * Culturally sensitive and aware * Personal and professional integrity * Positive and even temperament * Flexible and adaptable to change * High level of emotional intelligence |