



Kaiwhakatere Rangatahi (Pathway Guide) Job Description

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| Job title: | Kaiwhakatere Rangatahi (Pathway Guide) |
| Date: | 1 February 2024 |
| Based at: | Invercargill based, servicing Invercargill and Gore |
| Position type: | Fixed to end June 2025 |
| Reports to: | Hokonui Rūnanga Health and Social Services Trust Leadership. |

Anamata Māia (bold, confident futures)

Anamata Māia is a hapū led service (youth capability hub) under the mana of Murihiku Regeneration. It has been designed specifically by and for Murihiku rangatahi. It is a service that enables rangatahi in Murihiku to access support and guidance as they develop their pathway into adult (pakeke) life. It does this through realising our core values in the way we deliver the service:

- **Whakapapa:** Grounding oneself, connecting people to place and understanding the geographical area and its significance.
- **Ūkaipotanga:** The place where one is nurtured, where one finds themselves, their strength, and their energy. Fostering belief in themselves, that they are important, and their contributions are valuable.
- **Pūkengatanga:** Growing and supporting people to gain skills and knowledge in their pursuit of excellence.
- **Rangatiratanga:** Empowering and nurturing self-determination, allowing rangatahi to make choices in a safe and supported environment.

Our service is guided by the needs, aspirations and experiences of our rangatahi. The kaupapa embraces the Te Ara Aukati Kore (pathways without barriers capability strategy) within the Murihiku Regeneration initiative. This capability strategy is designed to ensure all local people can build the capability needed for emergent labour market and broader social and cultural life opportunities in the region. Anamata Māia supports this capability building for rangatahi by ensuring they have a Kia Tū based pathway plan and support to implement it.

Purpose of the Role

The purpose of the Kaiwhakatere Rangatahi (Lead) role is to: *ensure our rangatahi are steering their lives in a right (tika) direction with support to stay afloat on their journey.*

Principal foci of the role are:

- **Tutaki:** Building trust and relationships with rangatahi by ensuring we get to know them, whānau and their whakapapa. Ensure safety and well-being of individuals, families, communities, whānau, hapū and iwi.
- **Wananga ki te anamata:** Working with rangatahi to develop their sense of direction and purpose and develop or build on their pathway plan – based on the Kia Tū pathway development programme.
- **Whakahono:** Walk alongside rangatahi to broker their pathway, including building connection with employers, education and training and other supports needed for their pathway to be realised.
- **Nahanaha:** Appropriate policies and procedures are followed. Paper or electronic records are well organised and accessible.

The Kaiwhakatere Rangatahi may need to complete tasks other than those listed in this Job Description, as delegated by Hokonui Rūnanga Health and Social Service Leadership.

The Kaiwhakaterere Rangatahi play a vital role in developing and assisting with the rollout of the Murihiku Regeneration Kia Tū programme, designed to ensure the rangatahi of Murihiku have a voice in imagining the futures they desire.

The Kaiwhakaterere Rangatahi team will provide culturally appropriate support to the participating rangatahi and their whānau, with the aim of empowering them with the support they need to build a pathway into the start of adult life.

Functional relationships

Functional relationships refer to the key people and organisations that the Kaiwhakaterere Rangatahi will work with. This role undertakes tasks as delegated by the Kaiwhakaterere Rangatahi (Lead). Assigned activities will be undertaken with other staff members of the Anamata Māia service. External relationships must also be maintained with:

- Government agencies
- Community groups and partnering organisations such as schools, tertiary institutions, social service agencies and employers
- Whānau, hapū and community

Person Specification

This role is the 'glue' for the Anamata Māia service. It requires a good-humoured person who can problem solve and work well with other people and agencies in the interests of enabling rangatahi.

Success in this role requires a sound understanding of working with rangatahi in a guiding and mentoring role.

The Kaiwhakaterere Rangatahi needs to have:

- Demonstrated strong interpersonal skills, with the ability to build and maintain positive relationships with rangatahi and their whānau, as well as internal and external stakeholders.
- Be passionate about empowering rangatahi to transition successfully into adulthood.
- Progress towards (willingness to undertake study towards) a relevant diploma or degree and some experience working in education, healthcare, or social services.
- The ability to maintain records.
- Ability to manage workflow, working independently and collaboratively as required.
- Sound literacy and experience in producing presentations and written reports.
- Capacity to work in a culturally safe manner with service users and apply Tikanga and understanding of Te Ao Māori in your work.
- A high level of personal integrity – dependable, honest, confidential, respectful of whānau personal beliefs, values, and goals.
- Willingness to address challenges in a positive and proactive manner.

Signed:

Job Holder: _____ Date: _____

General Manager: _____ Date: _____