Bald Angels Charitable Trust- Ngā Anahera Pākira

kiwiMANA youth Programmes- Taitamariki Ora Lead

Job Description

Location: Kerikeri, Bay of Islands, New Zealand (Hybrid/On-site, requiring local region travel)
Employment Type: Part-time (30-40 hours per week negotiable)
Salary: $60-85,000 Depending on Hours and Qualifications

1: POSITION PURPOSE
You will lead programmes that empower our taitamariki to achieve well-being and self-sufficiency, ensuring they feel seen, heard and valued within our communities.
The Taitamariki Ora Lead is a heart centred leadership role designed to strengthen and guide our kiwiMANA programmes: Kaiārahi, Rainbow Rangatahi & Aunties Network.
As a professional and culturally responsive advocate, you will be instrumental in connecting diverse and vulnerable taitamariki (children and young people) and their whānau to community resources.

2: KEY RESPONSIBILITIES
Programme Co-Design & Delivery

- Develop and refine youth programs, tailored for diverse and at-risk taitamariki.
- Support the building of robust emotional toolkits, and cultivate sustainable mentor networks.
- Foster and encourage strong, life-changing mentor-mentee relationships

Navigation & Advocacy:

- Guide taitamariki and whānau, navigating them toward essential support networks.
- Inclusion and equity advocacy- ensuring our diverse tamariki are seen, heard and valued and have access to opportunities.
- Advocate for the needs of youth throughout their personal journeys to ensure no one is left behind

Relationship Building & Whānau Support

- Foster warm, strong connections with mentors, community providers, Partner agencies, whānau and all stakeholders.
- Work closely with whānau to strengthen resilience, capability and pride, empowering caregivers to support their young people effectively.

Cultural Responsiveness & Inclusion:

- Uphold the principles of Te Tiriti ō Waitangi and integrate Te Ao Māori values into every aspect of the role
- Champion inclusion and equity, ensuring all taitamariki are respected regardless of their background or identity.
- Foster holistic well-being across te Whare Tapa Wha[1] pou.

Monitoring, Evaluation, Quality

- Track and reflect on progress, identifying successes and barriers to ensure we are truly making a difference where needed.
- Contribute to continuous organisational improvement through thoughtful reporting and feedback.
- Maintain the highest standards of care and a total commitment to child protection in accordance with the Children's Act 2014 and the Oranga Tamariki Act 1989.

3: PERSON SPECIFICATIONS

Qualifications & Experience

- Relevant qualifications in psychology, social work, youth services, justice, or counselling.
- A track record of achieving measurable, positive outcomes for taitamariki

Knowledge and Skills

- **Cultural Heart**: A strong understanding of Te Ao Māori and a genuine commitment to integrating Te Tiriti o Waitangi principles into practice. (Whakapapa to the rohe may be an advantage)
- **People Skills:** Exceptional interpersonal and relationship-building skills, with the ability to communicate with emotional maturity.
- **Organisational ability:** Strong organisational skills with a flexible "can-do" approach to dynamic work environment. Proven ability to achieve measurable outcomes.

Personal Attributes

- **Integrity & Conduct:** A high level of integrity and professional conduct, upholding our values of Tika, Pono, Aroha, Tapu, Mana in all interactions, ensuring the reputation of the Trust and safety of our community is upheld.

[1] Ngā mihi nui Ta Mason Durie

- **Care and Consideration:** An approach deeply centred in manaakitanga- showing care, respect and kindness, and ensuring the mana of taitamariki and whānau is uplifted.
- **Team Spirit:** A proactive team player who leads with empathy and a deep desire to make a difference.
- **Adaptability:** Flexible and willing to pivot, with the ability to meet the practical requirements of local travel and a dynamic environment.

4: OUR COMMITMENT TO DIVERSITY AND INCLUSION

At Ngā Anahera Pakira-Bald Angels, we celebrate diversity and are committed to creating a safe, inclusive, environment for all. We believe our team should reflect the beautiful diversity of the taitamariki we serve. We warmly encourage applications form people of all backgrounds, genders, and identities- including those from LGBTQIA+ takatāpui communities.

5: OUR COMMITMENT TO YOU

At Ngā Anahera Pakira-Bald Angels, you'll be part of a small supportive and values-driven, team dedicated to making a profound impact. We are committed to fostering a whānau environment where your passion meets purpose and where your contribution to empowering the next generation is truly celebrated.

TO APPLY:

Please email tw@baldangels.org.nz with CV and letter
Subject line: Taitamariki Ora Lead