

Position Description

Tūturu Lead – Pacific Focus

Reports to Senior Tūturu Lead

Service/Team Tūturu

About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We provide effective, evidence-based services that support wellbeing. We do this in partnership with tāngata whai ora (people seeking wellness) and their whānau, working together to build the lives they want.

We wholeheartedly believe that everyone living in New Zealand should have the opportunity to live life to the fullest and feel hopeful about their future. Our services encourage stronger connections with friends and whānau and enable meaningful participation in the community.

Our pillars – whakawhirinaki | trust, pono | honesty, haepapa | responsibility, matapōpore | concern, and aroha | love – are the foundation of our work, guiding how we work together and with others.

Tō Tātou Matakitenga | Our Vision

Poutia, Heretia

Tuia te muka tangata ki te pou tokomanawa

Ka tū mana motuhake, Ka noho herekore i ngā waranga me ngā wero nui o te ao.

People, whānau and communities are connected and supported to live the lives they want, free from drug, alcohol and other addiction challenges.

Tō Tātou Aronga | Our Purpose

Ka hangaia e mātou he whare haumarū, he whare tūmanako hoki e tīni ai te tangata, he wāhi whakaaroaro, he wāhi ako, he wāhi tūhono anō hoki, mei kore e puta tātou ki te wheiao, ki te ao mārama.

We create hopeful and safe spaces for change with opportunities to reflect; learn and connect so that people can move towards a brighter future.

Background

Tūturu is a partnership programme between New Zealand Drug Foundation and Odyssey. It is a uniquely Aotearoa approach that brings schools and health services together, so that students can learn, be well, and be prepared for a modern world. Tūturu exists to help schools and health services better support all students to learn and be well.

Tūturu uses the expertise of the education and health sectors to explore complex issues. It has focused on the challenges of alcohol and other drugs (AOD) to help schools move toward approaches that prepare all students for modern life, shifting away from approaches that end up avoiding or reacting to issues.

This role will be part of a national team of Tūturu Leads working within multiple organisations across New Zealand.

Tūturu Programme Objectives

- More students stay engaged at school, with schools relying less on exclusions and expulsions for AOD use.
- Young people are better prepared for the future and modern life because they have learnt how to make sense of what they see, hear and experience.
- Māori and Pacific students experience equitable outcomes with their peers.
- Health services develop greater capacity to work with schools, whānau, and communities.

This will be achieved through an approach that:

- Is strength-based, evidence-based, with student wellbeing central to the direction and decision making.
- Focuses on equity and achieving equitable outcomes for Māori and Pacific students.
- Empowers education and health services to collaborate to help students learn and stay well.
- Supports schools to put systems in place to ensure AOD and other issues are identified earlier, and students receive access to support.
- Involves whānau and the school community, strengthening the support provided to students in ways determined by and unique to each school community.
- Is shared opening and widely with the support of a range of resources that are available nationwide.
- Continues to learn, develop and improve.

Position Purpose

Work closely with Odyssey's Auckland Senior Tūturu Lead, the New Zealand Drug Foundation, and AOD youth providers in the Greater Auckland region to engage with a Tūturu approach. This includes:

- Identifying new and existing schools with a high Pacific student population to support using a Tūturu approach.
- Engaging with identified secondary schools using the Tūturu approach, with support from the NZ Drug Foundation and other AOD youth providers in the region.
- Helping to strengthen and maintain effective relationships between education and AOD youth providers.
- Assisting the Senior Tūturu Lead with activities in achieving the stated objectives of the Tūturu programme.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
Tūturu Delivery - Utilising a whole schools Tūturu approach, support identified schools with high Pacific student populations to put systems in place to ensure AOD and other issues are identified earlier, and students receive access to appropriate support. This involves: - Working effectively as a member of the Tūturu team to provide schools with the information, guidance and support they need to implement Tūturu. This includes providing quality, evidence-based research, analysis and advice on alcohol and other drug and mental health issues that affect young people. - Building and maintaining effective working relationships with school staff and senior leadership teams. - In consultation with NZDF staff, providing strengths and evidence-based approaches, with student wellbeing central to the direction of decision making. - Involving whānau and the school community to strengthen the support provided to students in ways determined by and which are unique to those school communities. - Identifying and responding to professional learning and development (PLD) opportunities in schools and the community as appropriate. - Enabling schools and youth/health service providers to collaborate more effectively for the benefit of Pacific students with AOD challenges. - Scheduling and recording work effectively, to help manage the participation of schools and other stakeholders in the Tūturu programme and keeping accurate records of work undertaken.	- Collaborations with identified schools utilising a restorative and early intervention Tūturu approach and support Pacific students to access local AOD services. - Support and leadership in the Tūturu approach are provided to school staff and relevant services; school staff and service providers express satisfaction with the support provided. - Students' express satisfaction with the support and services provided. - Effective presentations and PLD opportunities for school staff and relevant stakeholders are facilitated. - Schools are provided with high quality, well researched and accurate information with student wellbeing central to the direction and decision making. - Health services are more effectively connected to schools, whānau, and communities to provide a holistic approach to complement Tūturu. - Scheduling is responsive to the needs of schools and other stakeholders; contracts and other relevant information are recorded in line with Odyssey policies and protocols. - Is responsive to the specific needs of each school/stakeholder by providing the focus each school/stakeholder/community needs. - Requests for information are responded to in a timely manner. - Is familiar with and adheres to all relevant organisational policies and procedures. - Delivers against the annual work plan developed in consultation with the Senior Tūturu Lead. - Contributes appropriately to quality initiatives and programme reviews. - Keeps abreast of relevant developments in the youth, mental health and AOD sectors through online research, attendance at relevant forums training events etc with agreement of line manager.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
• Meet organisational requirements, which includes: ◦ Adhering to all relevant organisation policies and procedures. ◦ Reporting to line manager on progress against the agreed work plan. ◦ Participating in quality initiatives and programme reviews as required. ◦ Maintain up to date knowledge of youth, mental health, AOD and education sector. Collaboration with Tūturu Network • Help establish and maintain networks to deliver the Tūturu approach within schools, particularly those with high Pacific student populations in the greater Auckland area. This includes: ◦ Working to establish and maintain relevant networks and relationships with school staff, AOD services, and other relevant stakeholders. ◦ Contributing to the development of Tūturu, including developing relevant resources and facilitating Tūturu hui as required. ◦ Regularly attending Tūturu hui. Health and Safety • Identify and act on any potential risks to self or others, including tāngata whai ora, whānau and/or other kaimahi. • Be familiar with and abide by the organisation's health and safety policies and reporting procedures, ensuring others do the same as required. • Follow safe work practices, which includes the effective use of safety equipment, identification of workplace hazards and taking action to reduce or eliminate these.	• Excellent working relationships with schools, AOD services and other Tūturu Leads are established and maintained. • Attends Tūturu hui on a regular basis. • Facilitates hui with Tūturu networks as required. • Provides feedback about trainings and resources to the Tūturu networks. • Work alongside the Tūturu Lead to organise regular and one-off events in schools, the community and with other stakeholder groups. • Ensure tasks are completed in a timely manner. • Risks (including Health and Safety, compliance and maintenance) are identified and reported. • Plans are put in place to resolve and/or mitigate potential problems as required • Issues are escalated to relevant manager as required. • Demonstrates understanding and compliance with organisational and legislative health and safety requirements and is proactive in ensuring employees are compliant. • Follows correct protocols when using safety equipment. • Workplace hazards are identified and plans are put in place to reduce /eliminate these, or the matter is escalated to the relevant authority.

Area of Responsibility	Performance Measures
Te Tiriti o Waitangi • Demonstrate knowledge and understanding of Te Tiriti o Waitangi and its application in this role. Professional Development • Be proactive in own professional development. • Attend relevant organisational trainings as required. General • Work cooperatively with colleagues and contribute actively to team meetings. • Carry out any other duties that may be delegated by the line manager, which are in keeping with the scope of the role.	• Actions show knowledge and ability to apply the principle of Te Tiriti in the delivery of role. • Has an individual development plan which is implemented. • Attends organisational training required for role. • Regular attendance at team meetings and makes useful contributions. • Work is undertaken and completed. • Commitment and flexibility are demonstrated.

Key Relationships

Internal	External
• Senior Tūturu Lead • Operations Manager – Youth Services • Other Odyssey Tūturu kaimahi • Pacific Clinical Practice Lead • Ngā Tangata o Te Moana-nui-a-Kiwa (Odyssey Pacific Advisory Group) • Stand Up! & Amplify Manager/team • Other Odyssey kaimahi	• Pacific students in identified schools • Tūturu kaimahi in other organisations • NZ Drug Foundation staff • School education and health staff • School Senior Management • Youth providers • Pacific health and social service providers • Pacific addiction and mental health services and networks, such as DRUA and Le Va.

Person Specification

Qualifications, Knowledge and Experience

- 2-3 years' relevant work experience gained in an educational, community development, public health and/or other relevant health setting, including experience of working with Pacific youth
- Understanding of and strong interest in the Tūturu whole schools approach
- A deep understanding of the cultural practices and customs of Pacific Peoples and knowledge of one or more Pacific language
- Understanding of Pacific Peoples' experiences in school settings.
- Relevant tertiary qualification (Level 7) e.g. Bachelor of Education, Health Science, Social Work, Addictions
- Experience and/or demonstrated understanding of AOD challenges facing youth
- Experience or good knowledge of the education, youth mental health and/or addiction sectors of supporting systemic change
- Understanding of Tikanga Māori and Te Tiriti o Waitangi
- Understanding of and interest in Odyssey's work and values
- Experience and expertise in using Microsoft suite applications
- Full current New Zealand Drivers Licence
- Experience of facilitating trainings is desirable

Skills and Abilities

- Able to support and promote positive change at a systemic level
- Able to work independently with limited supervision, as well as co-operatively within a team and key stakeholders
- Strong interpersonal and communication skills (written and oral)
- Able to establish and maintain effective relationships and networks with a wide range of stakeholders
- Demonstrated leadership skills, which includes the ability to motivate, engage, provide clear direction and adapt leadership style to fit the situation
- Strong organisational and facilitation skills
- Able to work under pressure, complete work on time and to a good standard
- Demonstrated cultural sensitivity and rainbow diversity awareness
- Willingness to consider other viewpoints and adjust decisions as appropriate
- Self-motivated, able to take the initiative and adapt to changing circumstances
- Able to show discretion and tact
- High regard for confidentiality and security, including client information
- Fluency in written and spoken English
- Demonstrated IT/word-processing skills
- Able to acknowledge own limitations and be proactive with own self-development

Ngā Poupou | Our Pillars

Our Pillars are the foundation of our work, guiding how we work together and with each other.

Whakawhirinaki Trust	Reliable and shows great integrity.
Pono Honesty	Transparency and openness underpin all actions.
Haepapa Responsibility	Achieves and surpasses goals.
Matapōpore Concern	Empathic and interested in the wellbeing of others.
Aroha Love	Genuinely collaborative, supportive and able to work as part of a close-knit team, including with tāngata whai ora and whānau.