



POSITION DESCRIPTION: Central Lakes (Cromwell) Transition Worker 0.6 FTE /Integrated Wellbeing Coach 0.2 FTE

About ADL	
Vision - the ambitious future state we are working towards	Empowering young people to live connected and meaningful lives.
Treaty Commitment - how we express our commitment as a Treaty partner	ADL works for Pae Ora/ healthy futures as determined by Māori and uphold the articles of Te Tiriti o Waitangi in our service to ensure equitable outcomes.
Mission - how we work to realise our Vision and Treaty Commitment, our unique contribution	ADL is a trusted not-for-profit providing accessible and sector-leading youth wellbeing, mental health, and substance misuse services.
Purpose - the reason we exist, the measurable difference we want to see realised in young people's lives	<p>ADL's purpose, for the young people we are invited to work with, is to:</p> <ol style="list-style-type: none"> 1. Increase their psychological wellbeing 2. Ensure they have more resources to live a resilient, meaningful life 3. Optimise our resources so that as many young people as possible have free, timely access to skilled practitioners who are well trained, resourced and supported in best practice service delivery. 4. Resource their whānau to support them to respond to life events with resiliency. <p>Additionally, ADL will:</p> <ol style="list-style-type: none"> 5. Resource communities to support their young people to respond to life events with resiliency. 6. Contribute positively to the sector so those working with young people and their whānau have the skills, training opportunities, knowledge, and attitudes to support positive change.
Our Kaupapa: - our values, how we go about all that we do, what is important to us	<p style="text-align: center;"><i>Tika and Excellence</i> "Doing what's right, and just, and doing it well" <i>Mauri and Dignity Enhancing</i> "Actively holding hope and vision for the future, everyone is valued and valuable" <i>Kia tina and Adventure</i> "Having big dreams and going for them" <i>Kotahitanga and Relationship</i> "Journeying together, doing it with heart"</p>

Position Purpose
The role provides a gradual and supported transition for young people from Oranga Tamariki care, to help them get a good start to their adult lives.

This role assists young people in the development of skills and knowledge over time, supports them to develop and learn from their experiences with a focus on building and strengthening a network of support, which can endure into their adult lives.

This role will take a youth-led approach that empowers the young person to have more say and increasing responsibility for themselves.

The position will also work as an integrated wellbeing coach one day per week.

Reports to:	Central Lakes Service Leader
Direct Reports:	N/A

Position Responsibilities

Transition Worker

Assessment and planning	<ul style="list-style-type: none"> • During the time that the young person is still in care or custody, the Statutory Social Worker holds the primary accountability for assessment and planning. The transition worker will support the implementation of the transition plan and develop a trusting relationship with the young person. • In consultation with the AD Service Leader lead any assessment and planning processes, post-care. • Ensure young person's voice, aspirations and goals in assessment and transition planning, supporting participation, implementation, review and ownership of plans with young people.
Support to young people	<ul style="list-style-type: none"> • After a young person leaves care, the Transition Worker has primary responsibility for maintaining contact with the young person and continuing to provide them proactive support and assistance, including assessment, planning and review where relevant. • Maintain regular proactive contact with young people, as set out in their transition plan. • Provide practical and empathetic support to assist young people's development and increasing responsibility. • In consultation with the Service Leader gain support for the young person to understand their past and support them to access opportunities to heal from past trauma. • Provide reassurance for young people concerning their future and positive reinforcement to build confidence in their own abilities.

Integrated Wellbeing Coach

Directly supporting young people with mild needs and their whānau	<p>The role provides the following support:</p> <ol style="list-style-type: none"> 1. Support While Waiting for internal or external services. The Wellbeing Coach will maintain regular contact with young people and/or whānau while they are on our waitlist or while they are waiting to be picked up by other services. This will not be face to face but rather via phone or other digital media. 2. Navigation Support for young people and whānau that do not meet the criteria for the service or who would prefer to be self-managing. The Wellbeing Coach will navigate young people to appropriate community or other support, which would include online and digital resources.
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	<ol style="list-style-type: none"> 3. Follow-Up Support for some young people who are experiencing “low-mild” distress by providing the follow-up check-ins for the young person and/or their whānau via phone or other non-face to face media. 4. Direct Support for some young people who are experiencing “mild” distress. It may also involve direct delivery of a range of prescribed core programmes to young people and whānau that are a combination of psychoeducation and skills development. 5. Collaborative Support for young people who are experiencing “moderate” distress, the Wellbeing Coach may be asked to work alongside the clinician to provide support to the young person and/or their whānau. This may involve any combination of the following: <ul style="list-style-type: none"> • prescribed core programmes that are a combination of psychoeducation and skills development • Supporting access to and use of paper-based and online resources and tools • Implementation and use of techniques in real life situations eg: sports clubs, library, school, workplace • Actively linking into community resources and supports eg; Kapa Haka Groups, housing, Work and Income, primary health care, etc. • Increasing pro social peer activity.
Scope of Role	<p>The following tasks and activities are in the scope of the role:</p> <ul style="list-style-type: none"> • Wellbeing screening • Safety screening • Goal setting • Support while waiting for service (internal or external) • Support to engage with digital resources • Direct work via prescribed programmes with young people with mild psychological distress or substance use issues • Family/whānau and peer inclusive practice • Handover to internal service <p>Referral on and/or linking to community supports or resources</p>

Key Relationships	
Internal	External
<ul style="list-style-type: none"> • Clinical Leader • Clinicians • Other Wellbeing Coaches • Other ADL Teams and Service Leaders • Other employees of ADL 	<ul style="list-style-type: none"> • Young people, whānau, and caregivers • Oranga Tamariki Social Workers. • Local community support agencies • Government support agencies.

Person Specifications		
Requirement	Essential	Preferred
Education/Qualifications	A minimum relevant level 4 NZQA certificate or preferably a higher qualification.	We would welcome applications from new graduates, including Occupational Therapy, Social Work, and counselling.

Knowledge and Experience	<ul style="list-style-type: none"> • Experience working with youth • Understanding of mental wellbeing • Strong communication skills • Ability to work as part of a small team. • Knowledge of strengths-based approach • Knowledge of te reo and tikanga Māori. Good computer literacy and ability to use electronic note keeping systems. • Full driver's license and clean police and MSD record. • Preparedness to actively engage in physical activity alongside clients. 	<ul style="list-style-type: none"> • Previous experience in community support role or a proven track record of liaising and networking with others • Knowledge of youth justice sector • Capability to build rapport and advocate for young people. • Knowledge of local youth services
The way we work (expected behaviours)	<p>Stewardship of resources We endeavour to make the most effective use of the resources available to us while at work, be they financial, material, time, environmental, relationships. We take the view that, to the best of our ability, these resources should be used to maximise the benefit to the young people we work with, their whānau and the communities they and we live in.</p> <p>The wellbeing of ourselves and others We will ensure that our actions while at work enhance our own wellbeing and that of others.</p> <p>Diversity, discrimination, and stigmatisation We will act in ways that enhance expressions of diversity, challenge discrimination and reduce stigmatisation. We will act in these ways within the workplace, with our clients and their whānau and in our communities.</p> <p>Integrity We will ensure that our behaviour while at work would always bear the scrutiny of others. In situations where we are unsure about the right thing to do or we think we may have a conflict of interest, we will ask and seek guidance. If we see someone else behaving in a way does not line up with our values we will not ignore it but address it with them and someone else if necessary.</p> <p>Connection, relationship, and trust We place high value on relationships and will work to ensure that they are healthy and supportive. We know that trust needs to be cultivated and commit ourselves to this. We also understand that there are circumstances where confidentiality must be upheld.</p>	

Cultural Competency
<p>ADL works for Pae Ora/ healthy futures as determined by Māori and uphold the articles of Te Tiriti o Waitangi in our service to ensure equitable outcomes.</p> <p>All ADL team members will demonstrate this by:</p> <ul style="list-style-type: none"> - Engaging in ongoing development of their cultural competency using the Takarangi Competency Framework - Committing to professional development, formal and informal to support continuous improvement - Supporting ADL as a culturally safe place for our clients and their whānau, and our colleagues

- Actively participating in cultural supervision.

Health & Safety

ADL believes the engagement of all team members in Health and Safety management is essential for good Health and Safety practice. All ADL team members will demonstrate their commitment to Health and Safety by:

- Ensuring their own Health and Safety and that of others around them
- Being actively involved in the management of hazards and risks their position might be exposed to
- Participating in all Health and Safety initiatives that apply to their position, and any other initiatives of interest
- With appropriate support and/or training provide suggestions and solutions for the improvement of Health and Safety practices at ADL.

(i) any other duties as may be reasonably required by us from time to time.

Print Name:.....

Signature:..... Date: / /

On Behalf of ADL:

Print Name:.....

Signature:.....Date: / /