

# POSITION DESCRIPTION: Community Support Worker – South Canterbury

## About Adventure Development

<p><b>Vision</b> - <i>the ambitious future state we are working towards</i></p>	<p>Empowering young people to live connected and meaningful lives.</p>
<p><b>Treaty Commitment</b> - <i>how we express our commitment as a Treaty partner</i></p>	<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><b>Mission</b> - <i>how we work to realise our Vision and Treaty Commitment, our unique contribution</i></p>	<p>ADL is a trusted not-for-profit providing accessible and sector-leading youth wellbeing, mental health, and substance misuse services.</p>
<p><b>Purpose</b> - <i>the reason we exist, the measurable difference we want to see realised in young people's lives</i></p>	<p>ADL's purpose, for the young people we are invited to work with, is to:</p> <ol style="list-style-type: none"> <li>1. Increase their psychological wellbeing</li> <li>2. Ensure they have more resources to live a resilient, meaningful life</li> <li>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.</li> <li>4. Resource their whanau to support them to respond to life events with resiliency.</li> </ol> <p>Additionally, ADL will:</p> <ol style="list-style-type: none"> <li>5. Resource communities to support their young people to respond to life events with resiliency.</li> <li>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.</li> </ol>
<p><b>Our Kaupapa:</b> - <i>our values, how we go about all that we do, what is important to us</i></p>	<p style="text-align: center;"><b><i>Tika and Excellence</i></b>          “Doing what’s right, and just, and doing it well”  <b><i>Mauri and Dignity Enhancing</i></b>          “Actively holding hope and vision for the future, everyone is valued and valuable”  <b><i>Kia tina and Adventure</i></b>          “Having big dreams and going for them”  <b><i>Kotahitanga and Relationship</i></b>          “Journeying together, doing it with heart”</p>

## Position Purpose – Community Support Worker (CSW)

The role involves working across Youth Justice and Mental Health Services. Key aspects include facilitating individuals and groups of young people to engage across a range of prosocial, life skills and experiential learning activities to improve well-being.

<p><b>Reports to:</b></p>	<p>CSW - Service Leader</p>
<p><b>Direct Reports:</b></p>	<p>N/A</p>

Position Responsibilities	
<b>Mental Health Support Work</b>	<p>The overall goal of this service is to enhance the resilience of young people, reduce the distress they experience in their lives and assist them to improve their well-being in all domains. This involves:</p> <ul style="list-style-type: none"> <li>• Providing community-based support (social, educational, cultural and physical activities) in accordance with their clinical plan goals.</li> <li>• Facilitating smooth transitions for young people from one health service to another, or transition to whānau supported independence.</li> <li>• Working with clinical staff (AD, Child and Adolescent Mental Health Services, and Oranga Tamariki) to (i) identify the needs of each young person, and (ii) monitor progress.</li> <li>• Working with identified families/whānau/caregivers to function as effectively as possible to keep their young people safe and healthy.</li> <li>• Working with young people and their families/whānau/caregivers to increase access to resources within their local community.</li> <li>• Facilitating clients to participate in a range of both group and individual outdoor activities of interest.</li> </ul>
<b>Supported Bail/ Supervision with activity</b>	<p>This is about supporting young people to remain in the community rather than experience a custodial remand/sentence. This service involves setting up systems and involving others to ensure that the young person is managed 24 hours a day, 7 days a week and will sometimes involve working evenings and/or weekends.</p> <p>This involves:</p> <ul style="list-style-type: none"> <li>• Developing a working relationship with the young person and their family/whānau/caregivers.</li> <li>• Developing an Individual Plan for the young person and their whānau in collaboration with the Oranga Tamariki.</li> <li>• Assisting the young person with their motivation and adherence to that plan.</li> <li>• Assisting the young person and their whānau to respond and communicate any breaches to Youth Justice and Police staff.</li> <li>• Assisting the young person and their family/whānau/caregiver to access specialist services.</li> <li>• Maintaining adequate documentation of the plan, reviews, meetings and agreements.</li> <li>• Ensuring restorative activities deemed appropriate are completed by the young person.</li> <li>• Supporting engagement/attendance with prosocial peers and activities.</li> </ul>
<b>Other tasks</b>	<ul style="list-style-type: none"> <li>• Other tasks as requested by the CSW Service Leader and/or Clinical Leader.</li> </ul>

KEY RELATIONSHIPS	
<b>Internal</b>	<b>External</b>

<ul style="list-style-type: none"> <li>- Clinical Leader</li> <li>- South Canterbury Clinicians</li> <li>- Other AD Teams and Service Leaders</li> <li>- Other employees of AD</li> </ul>	<ul style="list-style-type: none"> <li>- Young people, whānau, and caregivers</li> <li>- Local community groups, including Iwi</li> <li>- Child Adolescent Mental Health Services Clinicians</li> <li>- Oranga Tamariki Social Workers</li> </ul>
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## PERSON SPECIFICATION

Requirement	Essential	Desirable
<b>Education</b>	Certificate in Health and Wellbeing (level 4) or equivalent/higher qualification.	We would welcome applications from new graduates, including Occupational Therapy, Social Work, or Outdoor Recreation.
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>- Experience working with youth</li> <li>- Understanding of mental wellbeing</li> <li>- Strong communication skills</li> <li>- Ability to work as part of a small team.</li> <li>- Knowledge of strengths based approach</li> <li>- Knowledge of te reo and tikanga Māori.</li> <li>- Good computer literacy and ability to use electronic note keeping systems.</li> <li>- Full driver’s license and clean police and MSD record.</li> <li>- Preparedness to actively engage in physical activity alongside clients.</li> </ul>	<ul style="list-style-type: none"> <li>- Previous experience in community support role or proven track record of liaising and networking with others</li> <li>- Knowledge of youth justice sector</li> <li>- Capability to build rapport and advocate for young people.</li> <li>- Knowledge of local youth services</li> </ul>
<b>The way we work (expected behaviours)</b>	<p><b>Stewardship of resources</b> 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><b>The wellbeing of ourselves and others</b> We will ensure that our actions while at work enhance our own wellbeing and that of others.</p> <p><b>Diversity, discrimination and stigmatisation</b> We will act in ways that enhance expressions of diversity, challenge discrimination and reduce stigmatisation. We will act in these ways within the work place, with our clients and their whānau and in our communities.</p> <p><b>Integrity</b> 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</p>	

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.

**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.

**Health & Safety**

Adventure Development Ltd believes the engagement of all team members in Health and Safety management is essential for good Health and Safety practice. All AD 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
- Providing suggestions and solutions for the improvement of Health and Safety practices at AD.