



Kaitauwhiro / AOD Practitioner

Te Pā Maru Residential Alcohol Harm Reduction Service

Wellington City Mission

Te Pā Maru is a new service and a first-for-Aotearoa approach to reducing the harm caused by alcohol and other substance abuse, self-harm, and high-risk behaviours. At Te Pā Maru we provide up to 18 Kainoho (residents) with a warm and safe place to live, good food, and wrap around clinical and other support so that they can be as well, and live as well, as their circumstances allow.

As Kaitauwhiro / AOD Practitioner you will be a member of a small team of specialists providing one-to-one support to Kainoho to help them live the best lives they can. Your support will include assessment and wellbeing planning customised to the Kainoho's personal and cultural needs. You will also liaise with external health and support agencies when other more specialised clinical support is called for. Because there is no time limit on residents' stay, you will have opportunities for longer term and in-depth engagement with Kainoho.

To be right for this position you will –

- be a registered Social Worker and / or registered AOD Practitioner
- have experience working with people with alcohol or other substance addiction
- understand Te Ao and Tikanga Māori and be open to working with other cultures
- be patient, and willing to measure success in small steps
- believe that life can be better than it is for the people we serve!

In return we'll give you the opportunity to be part of a new team and service striving to bring *transformation, empowerment, and fullness of life* to people struggling with addiction.

If this sounds like you, email allan@wcm.org.nz for an information pack and application form. Applications close at 5.00pm on Friday, 17th November.

To be considered for this position you need to be eligible to work in Aotearoa New Zealand.

We encourage diversity and welcome applications from all communities and walks of life!



In 2023, Wellington City Mission will launch Te Pā Maru, a ground breaking and innovative approach to caring for people dependent on alcohol.

The former Wellington Night Shelter in Taranaki Street has been transformed. The building has new foundations, has been reclad and re-roofed, and has been fitted out with 18 rooms, all with en suite bathrooms. But the transformation is much more than just a renovation. The building has been repurposed to provide care and a safe place for those who are often unable to access other residential support services because of the impact of their alcohol dependence.

Te Pā Maru will support a strength based harm-reduction approach to alcohol that will focus on promoting controlled drinking, reducing risks relating to use of alcohol, addressing health issues, and supporting healthier and more stable lifestyles. Te Pā Maru will combine housing with on-site support for up to 18 residents, with no time limits placed on occupancy.

We will work collaboratively with others from primary and secondary health services and community agencies to access any necessary clinical addiction and mental health expertise, with priority given to including Māori clinical expertise.

Te Pā Maru will provide residents with a home, a community, and the support they need. In this way it will empower them to make positive and transformative changes in their lives and to reduce the harm caused by alcohol dependence.



Position Description

Position title	Kaitauwhiro Social Worker/Alcohol and Other Drug (AOD) Practitioner, Te Pā Maru
Reporting to	Kaiwhakahaere
Staff reporting	None

Our context

Wellington City Mission (WCM) is a faith-based community organisation that has been supporting those in need in the Wellington region through the provision of social services since 1904.

Our vision

People and communities empowered, transformed and experiencing fullness of life.

Our values

Aroha / Love

Tūmanako / Hope

Whanaungatanga / Kinship

Manaakitanga / Generosity

Purpose of the role

The Social Worker/AOD Practitioner is part of the Residential Alcohol Harm Reduction team. The team's purpose is to provide a strength-based harm reduction approach to alcohol in a residential setting, supporting Kainoho (residents) to manage their use of alcohol and to minimise the negative impacts of chronic alcohol use, while promoting wellbeing and growth.

The Social Worker/AOD Practitioner's role is to work alongside Kainoho and the wider team to develop and implement wellbeing plans based on best practice and that reflect Te Pā Maru's approach to alcohol harm reduction and achieving the high level of ambition we have for the wellbeing of Kainoho.

Representative responsibilities and outcomes

Responsibility	Outcome
Relationships	
Prioritise building positive, strengths-based relationships with Kainoho.	Kainoho feel safe, valued and supported in their home. Kainoho feel that they can get support when needed. Kainoho are engaged in relationships of equality.
Assess referred Kainoho for social work and AOD support.	Kainoho are given the opportunity to explore their wants, needs and aspirations. Appropriate referrals and supports are available as needed, including relevant AOD supports.
Assist Kainoho to identify goals and growth plans for wellbeing.	Kainoho have strength-based and achievable plans in place. Plans are informed and embraced by Kainoho and based on best practice, including with AOD support.
Support Kainoho in their connections with whānau and the wider community.	Kainoho are supported to renew and strengthen relationships with whānau and their communities. Kainoho are accepted and supported on their journeys by whānau and their communities.
Build strong connections with people and agencies who support Kainoho, including wider WCM services.	Available services are known and benefit Kainoho. Professional relationships and cooperation enhance the outcomes for Kainoho.
Provide ongoing support	
Apply and model best practice to support Kainoho to reach their goals.	Support creates opportunity for significant change in areas such as alcohol dependency, health and wellbeing. Kainoho have goals, plans to reach these and feel supported to achieve their aspirations.
Monitor and measure progress.	Regular discussions are had with Kainoho to motivate and aid their progress. Use appropriate tools to measure success with Kainoho and identify and navigate barriers to/opportunities for progress. Kainoho, whānau and the people who support them can see and support change.
Advocate for and assist Kainoho to access the services and support they need.	Kainoho are aware of and encouraged to access relevant support services. Support services engage positively with Kainoho and value collaboration with WCM and Te Pā Maru.
Self-care and professional development	
Monitor and manage, with support, personal wellbeing.	The practitioner maintains and models personal wellbeing. The practitioner is safe and effective in work. Occupational harm is minimised.
Attend internal and external supervision as provided.	1:1 meetings with managers are open and effective. External supervision helps improve practice and maintain wellbeing.
Undertake continuing professional development.	Professional registration is maintained. Opportunities for learning are identified and embraced as part of best practice.

Support the wider team to undertake and value learning experiences.	Learning is shared amongst the team as is relevant. Learning is promoted and enhanced at Te Pā Maru and central to the development of the service.
Support best practice	
Support the development of Te Pā Maru to be a place of change and growth.	SW and AOD support is based on best practice. Appropriate tools, processes and practices are applied. Kainoho are supported to the highest of standards.
Model and support application of SW and AOD best practice in the context of Te Pā Maru.	Relationships are the foundation of all work at Te Pā Maru. Harm reduction approaches are central to all work. Psychological and trauma-informed and the service is reflective, thoughtful and compassionate.
Model and apply Te Reo me ōna Tikanga in practice.	SW and AOD support Kainoho to feel at ease with their culture. Kainoho are enabled to connect or reconnect with their Māori self, whānau, hapu and iwi. Te Tiriti obligations are honoured.
Practice is adapted for Pacific and migrant people.	Cultural diversity is celebrated. Kainoho are affirmed in their culture and identity. Kainoho are supported to connect with their community and retain or recover culture customs, including language.
Model WCM's values in interactions with Kainoho and to support their growth.	Kainoho experience Aroha, Whanaungatanga, Manaakitanga me Tūmanako in their home. Kainoho are encouraged to learn and express these values in interactions with others.
Process improvement and record keeping	
Ensure all records are recorded accurately and promptly.	Wellbeing plans are created and living documents. Evidence is generated to inform service development.
Look for and propose process improvements.	Processes are effective and innovative. WCM demonstrates best practice. WCM resources are used to good effect.
Values and health and safety	
Demonstrate WCM's Kaupapa and values	All tasks and interactions are carried out in ways that are consistent with WCM's Kaupapa and values.
Comply with WCM's health and safety practices and processes	Hazards are identified and controlled in line with WCM's health and safety management. Incidents are reported promptly and according to WCM policy and practice. The position holder and those they work with are kept safe.

Person specification

Essential	Desirable
Qualifications	
SWRB registration and current Tiwhikete Mahi or DAPAANZ registration.	Complementary qualifications in social work, addiction support or other relevant areas.
Knowledge and experience	
Two years plus Social Work and/or AOD practitioner experience.	Experience of working utilising a harm reduction approach to alcohol and other drugs.
An understanding of the drivers and effects of social disadvantage, including housing deprivation.	An understanding of the drivers and impacts of social disadvantage for Māori.
Appreciation of and an ability to relate across diverse cultures.	Ability to speak a Pacific or migrant community language.
An awareness of Tikanga and Te Ao Māori and an understanding of Te Tiriti and its application within social services.	Ability to speak Te Reo Māori.
Attributes	
Committed to the approach and Kaupapa of Wellington City Mission.	
To be non-judgmental and empathetic.	
To understand the importance of reflective practice and professional development.	
To be able to operate calmly and professionally under all circumstances.	

Key relationships

Inside WCM	Outside WCM
The Te Pā Maru team	Te Aro Health, Ora Toa and other PHOs.
WCM Addiction specialists.	Te Whatu Ora and MHAIDS.
WCM Counsellors..	Member organisations of Te Kākano o te Aroha.
Wider WCM service providers as identified.	Relevant NGOS and community organisations.

Authorities

Financial	Personnel
Minor pre-approved spending within budget	None

Driver's licence

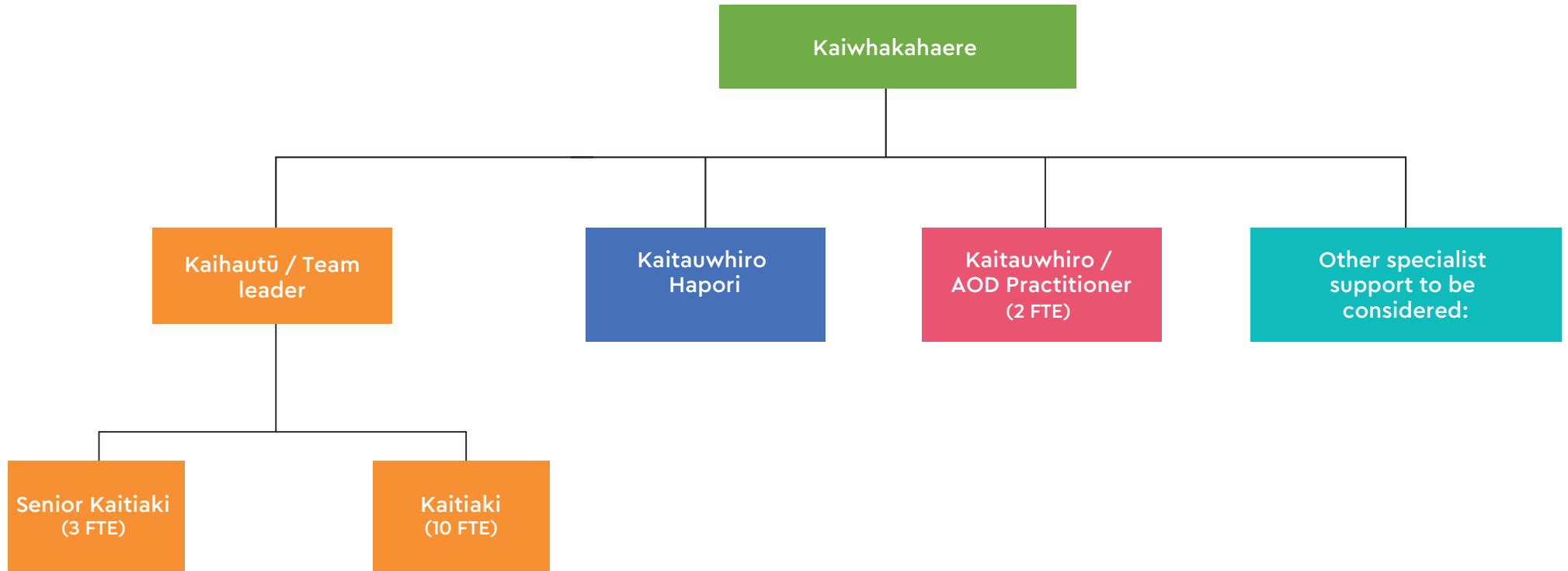
This position does require the position holder to have a current car drivers' licence.

Place and hours of work

The normal place of work is Te Pā Maru, 304 Taranaki St, Te Aro, Wellington 6011. The position holder may be required to work elsewhere from time to time according to the needs of WCM. WCM may also vary the normal place of work as long as the variation is reasonable.

This is a full time permanent position. Normal hours are Monday to Friday 8am – 4.30pm. However there is scope for flexible and alternative work hours, including weekends, if agreed prior with WCM.

Proposed Te Pā Maru Organisation Chart



Employment Application Form

Your privacy

We collect the information in this form as part of our assessment for employment at Wellington City Mission. If you are appointed to a role at Wellington City Mission, this information will be kept as part of your personnel records and you will be entitled to view it at any time. If you are not appointed this information may be kept for up to three months and then will be destroyed.

The position

What position are you applying for?

How did you hear about the position?

Your personal details

What is your full name?

First names	Last name

What name would you like us to use when we email you or speak with you? (eg Susan, Sue, Ms Smith)

What is the best phone number to contact you?

What email address should we use?

Have you previously worked for Wellington City Mission? If you have, please give the position(s) you worked in and the dates.

Position	Dates

Immigration status

Are you living in and legally entitled to work in Aotearoa New Zealand?

What is your residency status?

If you have a work visa, what type of visa do you have and when will it expire?

Visa type	
Expiry date	

Note that we will need to see evidence of your citizenship or immigration status if we offer you the position.

Medical conditions, disabilities and other restrictions

Having read the job description, are there any circumstances or conditions that could affect your ability to do the job you are applying for? If so, please provide details in the text box following. You only need to tell us about conditions if they will affect your ability to do the job. We are committed to being inclusive, and we will do what we can to accommodate disabilities or other requirements.

Have you ever had any work-related illnesses or medical conditions such as gradual process injuries which could be aggravated by the tasks described in the job description? If yes, please give details.

Charges and convictions

Have you ever been convicted of a criminal offence or are you facing an investigation or criminal charges now? If yes, please give details in the box below. You may still be considered for the role even if you have previous convictions or charges pending, but the nature of our work means we need to know about them. There may be convictions you don't need to declare because of the [Clean Slate Scheme](#). If you are not sure what you need to declare you should get advice.

Note that if we get to the stage of offering you employment, we will conduct a Police vetting check.

Conflicts of interest

Do you have any interests or relationships that could be, or could appear to be, conflicts of interest? A conflict of interest can arise if you or someone close to you works or volunteers for, or has an interest in, an organisation that provides services to Wellington City Mission. It is also a conflict of interest if you or someone close to you works or volunteers for or has an interest in an organisation

that competes with Wellington City Mission or is inconsistent with Wellington City Mission's values. If you have or may have a conflict of interest, please give details in the box below.

Many conflicts of interest can be managed, but we do need to know about them.

Professional registration

If your profession requires you to be registered for this role (for example a Social Worker), are you currently registered?

Have you ever been declined registration or had your registration suspended or cancelled by your professional association?

If yes, please provide details.

Driver's licence

Please complete this section if the position description requires a driver's licence.

Do you have a car driver's licence?	
Have you had your licence suspended or disqualified for traffic offences in the last ten years? If yes, please give details.	
Have you been declined vehicle insurance or had vehicle insurance cancelled in the last ten years? If yes, please give details.	

Your CV

Please send this completed form with an up-to-date CV to the email address below. You can include a cover letter if you wish.

In your CV, please include full details of your current or most recent employment, and full details about other roles you have had that you think are relevant to this position. Please also list with dates all the jobs you have had in the last ten years, including the reason for any periods when you were not in work.

In your CV, please also list your professional, academic or technical qualifications if these are relevant to the position. Don't be discouraged from applying if you don't have qualifications. We value experience and not all positions require qualifications.

We also value volunteer experience. Please include in your CV or cover letter any volunteer work you have done that is relevant to the position or to the work of Wellington City Mission.

Finally

Please complete the following declaration. When you enter your name and today's date you are confirming that the following statement is true.

"I declare that the information supplied in this application form, my CV and cover letter is correct and complete to the best of my knowledge."

Your name	
Today's date	

*Please email your CV, cover letter and this application form to
at*