

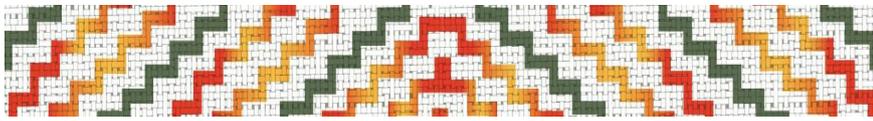
**Position:** Navigator/ - Youth Development Worker

**Wider Role Description:**

**As a dedicated, professional Navigator / Youth Development Worker it would be advantageous to have:**

- Skills to further develop a tailored leadership skills programme, empowering potential leaders and mentors within our FASD rangatahi/young adults/pakeke community across Aotearoa.
- Knowledge of peer mentoring/peer support skills.
- Empathy and understanding of all the factors that challenge young adults, i.e. poverty, substance use, mental health, homelessness and isolation etc.
- An understanding of neurodisability and neurodiversity and the key issues this can create in education, health, welfare and justice systems.
- The ability to foster a safe, nurturing environment for growth, and development while demonstrating empathy and resilience.
- Willing to collaborate with families/whānau, caregivers, and professionals to deliver the best outcomes for our developing leadership team.
- Cultural sensitivity and client-centred care in all interactions.
- An awareness of gender identification and diversity.
- Experience working with youth who have experience of disability, mental health, justice and/or trauma-related challenges.
- A willingness to complete additional free training to grow your knowledge and understanding of FASD.
- Good administrative skills.
- Good working knowledge of de-escalation skills.
- Flexibility and be happy to attend camps and programmes away from home.
- The ability to work with young adults from a wide range of backgrounds.
- Ability to manage own time and workload, be self-directed and meet deadlines.
- Ability to support individual cases as well as contribute towards creating and facilitating groups and/or activities.
- The ability to organise and plan ahead.
- A sense of humour and wanting to be part of a team making a positive difference every day.
- Competency in connecting and communicating virtually as our emerging leaders live in different areas around Aotearoa.
- The ability to be a self-starter and work without close supervision.
- A commitment to support FASD-CAN's policy on Te Tiriti o Waitangi and express that commitment via your youth work practice.
- A working knowledge of strengths-based principles and creative ways to engage young people.
- Maturity to be able to work collaboratively as part of the FASD-CAN whānau.
- A willingness to learn and develop new skills.





## Job Description

**Reports to:** Project Lead / CEO

**Works with:** Rangatahi and adults with FASD, FASD-CAN kaimahi (staff), caregivers, whānau, external stakeholders (negotiated with manager) and other community organisations.

**Location:** Based in Tamāki Makaurau (Auckland) and will be working both online and kanohi ki te kanohi nationwide in Aotearoa NZ.

**About FASD-CAN Inc.** Fetal Alcohol Spectrum Disorder (FASD) is an invisible, lifelong neurodisability caused by exposure to alcohol while in the womb. Since 2013 the Fetal Alcohol Spectrum Disorder Care Action Network (FASD-CAN) has worked to strengthen whānau and caregivers, support individuals and educate our communities about FASD across Aotearoa. We are a registered charity and Incorporated society. FASD-CAN reaffirms and embraces its role, responsibilities, obligations, and opportunities to contribute to Māori equity through honouring and enacting Te Tiriti o Waitangi within and across the breadth and depth of our mahi and our relationships.

**About Tītoki** Tītoki is the rangatahi (youth) and adult development arm of FASD-CAN. Our mahi aims to work alongside individuals with FASD (and their caregivers/whanau), focusing on building a strong nationwide community while creating opportunities for individual growth and development.

We:

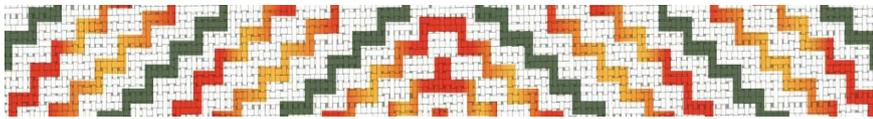
- are a diverse multi-cultural group of individuals with brain differences resulting from pre-natal alcohol exposure.
- want to create opportunities for us to plant our feet firmly with pride, confidence and certainty.
- stand together with courage.
- grow our mana, our connections and our leadership skills so our whānau & and communities can hear our voices
- work to improve community knowledge and understanding of FASD.
- want our voices heard to bring about change

**Tītoki mission:** To create opportunities for those with FASD to plant their feet firmly with pride, confidence and certainty in an ever changing and challenging world.

**Tītoki vision:** A world that is neuro-affirming, where equal opportunity exists, where everyone is heard, understood and can all grow and thrive together.

**Role Purpose:** To tautoko/support and drive the ongoing development of the Tītoki kaupapa for the benefit of our rangatahi and pakeke (adults) with FASD. The capacity to build strong,





trusting relationships with our nationwide community of young people and young adults is essential, as is the capacity to develop the programme based on both individual and group needs.

This varied role (which will require some time away from home) seeks to promote the hauora of individuals impacted by FASD. You will work in collaboration with our Tītoki Lead, CEO and other potential partners in promoting self-development and inclusive community development. This may include identifying leadership, advocacy and peer-support opportunities as well as the design and implementation of camps, events and projects.

FASD-CAN, through Tītoki, aims to uphold both the social and neuro-affirming models of disability across all our mahi. Having a clear understanding of, and ability to practice, whakawhanaungatanga is imperative when providing mentoring support to our young adults. Fostering collaborative relationships with the caregivers whānau and other internal and external stakeholders is also essential as is the capacity to produce reports and evidence of mahi completed.

#### **Key Responsibilities:**

- Facilitate the ongoing development of Tītoki which may include but is not limited to identifying and actioning opportunities for individuals with FASD to show and grow their leadership and peer support skills programme, be empowered, and advocate for themselves and their peers.

- Strengthen the level of connectedness within our growing nationwide community of rangatahi/young adults with FASD.

- Work within a positive youth-development model adopting the principles of Mana Taiohi and indigenous models such as Te Whare Tapa Wha and Circle of Mana.

- Mentor rangatahi and young adults within our Tītoki roopū.

- Work with a FASD-informed approach by undertaking professional development and building a sound understanding of this brain-based disability, its behavioural symptoms and the secondary effects.

- Support the growth and development of a wider work force that adopts an FASD-informed approach when working alongside rangatahi with FASD.

- Collaborate with management and any identified partners in events, activities or tasks that are connected to our Tītoki kaupapa.

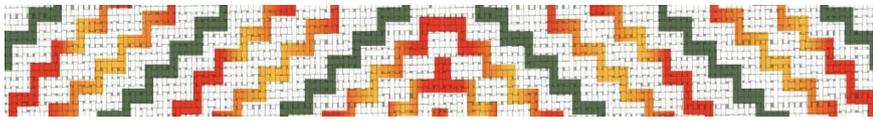
- Look for opportunities for our rangatahi to develop life skills.

- Engage with Caregivers and Whānau (where needed) when working alongside our individuals with FASD.

- Liaise with the FASD Navigators in Tāmaki Makaurau

- Complete and implement risk assessments (such as RAMS) particularly when engaging in group activities or camps to mitigate the risk of harm to self and others.





Provide reports as required (with both qualitative and quantitative evidence) of progress and outcomes in line with both kaupapa and contract provider requirements. Complete notes as required to document interactions with individuals and their support people

**Operational management:** (caregiver's, professionals).

Act and work in a manner compliant with current health and safety at work legislation and follow the organisation's policies and ensure anyone you are working with are informed of and can have access of safe practices and procedures relevant for which ever activity you and they are undertaking.

**Health & Safety:**

Work from home and at days/times that are negotiated with Project Lead.

\$30 - 35.00 per hour - 30 hours per week.

How hours are completed each week will be negotiated.

**Remuneration,  
Location and work  
schedule:**

**Essential Skills &  
Attributes:**

- Minimum of 4+ years' experience working with rangatahi and adults ideally with exposure to Mana Taiohi, indigenous models of practice and strengths-based practice
- Minimum of a Level 4 Qualification (ideally related to health, community or youth development)
- Familiar with te reo
- Comfortable / experienced working with Pasifika young people and whānau
- Genuine heart and patience for building, fostering and maintaining positive and trusting relationships with rangatahi
- De-escalation skills, particularly for reducing anxiety.
- Ability to travel domestically away from homebase.
- Experience in programme planning, development and implementation
- Baseline understanding of neurodisability, neurodiversity and key issues relating to these within our education, welfare, health and justice systems.
- Ability to work bi-culturally, following FASD Te Tiriti of Waitangi policy while also fostering inclusivity and accepting the diversity of our Tītoki roopū.
- Comfortable working alongside individuals and facilitating within face to face and online group settings
- Good administrative skills, ability to organise and plan ahead
- Willingness to develop understanding of disability and trauma
- Willingness to collaborate with caregivers, Whānau/families and professionals to deliver the positive outcomes for rangatahi.

### ***Hei te tau tītoki***

*When the tītoki blooms, it does so in its own time*

Like the tītoki tree, our tamariki, rangatahi and adults with FASD bloom in their own time. Every kernel holds great potential and given time, that potential reveals itself.

