

Kaiārahi Piki te Ora

Job Description

DCM

E pā ana ki a tatou

About us

DCM is dedicated to upholding the worth and dignity of all who are experiencing or at risk of homelessness within the Wellington region. We support the most marginalised communities with a range of purposeful services that reduce the risk of homelessness and increase connected and supportive communities.

Tō tātou tirohanga

Our vision

Our vision is: Communities where whānau are housed, connected, valued and thriving.

Tō tātou kaupapa

Our purpose

Our purpose is to provide innovative and inclusive support services that provide pathways for those experiencing or at risk of homelessness towards their housing and wellbeing aspirations.

Our Values

Manaakitanga

We value people above all things. Through respect, kindness and hospitality, we uplift the mana of ourselves and all those we engage with.

Whanaungatanga

We build genuine, respectful relationships by acknowledging and valuing the contribution each of us brings to our overall success. We build inclusive partnerships founded on shared experiences and understandings.

Rangatiratanga

We lead by example and acknowledge that each of us is responsible for the overall success of the organisation. We find value in setting high standards, using our initiative and good judgement, whilst also respecting the roles of others.

Kotahitanga

We act in unity towards the vision of the organisation. We create a space of collective action and unity through shared whakaaro and participation.

Pono

We maintain our integrity and trust through honesty, consistency and openness. Our actions are sincere and we protect the reputation of DCM and those we engage with.

Hihiritanga

We continually strive for improvement through innovation, curiosity and problem solving. We are committed to creating better opportunities for all.

Kaiārahi Piki te Ora Kaupapa

The Piki te Ora Pou engages with taumai, ensuring they are connected to the right services and support systems. The Piki te Ora Pou provides pathways to wellness, helping taumai plan for and aspire towards housing and other long-term goals.

Kaiārahi is used to describe those who escort or guide others. In the context of our organisation, the role of kaiārahi works directly alongside kaimahi and kaiāwhina during the day-to-day operations. The kaiārahi provides leadership through role modelling effective service delivery and a deeper understanding of service delivery requirements through experience and knowledge. Kaiārahi support the Kaiarataki Piki te Ora to provide effective services that further DCM's vision for a community where whānau are housed, connected, valued and thriving.

In our journey, the kaiārahi bring kaimahi/kaiāwhina alongside to clear a pathway forward to our destination.

Key Responsibilities	
Kaiārahi Leadership	<ul style="list-style-type: none"> • Constructively participate in the Kaiārahi group, working together for the wellbeing of taumai and our organisation. • Be a role model for effective and positive leadership which is ethical, results-driven and future-oriented. • Provide advice, regular updates and reports to the Kaiarataki Piki te Ora and Kaiārahi Kāhui that informs on the operations and practice within Piki te Ora. • Play a role in creating and maintaining a positive organisational culture through guiding, coaching and modelling. • Promote the vision, mission and values of DCM, and comply with policies and procedures.
Piki te Ora Leadership	<ul style="list-style-type: none"> • Lead and manage the Toro Atu and Te Hāpai team on a day-to-day basis. • Manage the day-to-day contractual requirements and deliverables within the Toro Atu and Te Hāpai services. • Develop and foster a culture of best practice, development and capability that supports leading service delivery within the Toro Atu and Te Hāpai services, including risk management, health, safety and wellbeing. • Foster and maintain external and internal relationships for successful operations of Toro Atu and Te Hāpai. • Maintain and role model effective use of Piki te Ora processes and systems to provide evidence driven outcomes within the Toro Atu and Te Hāpai services. • Maintain effective communication with direct reports to ensure advice provided and decisions made are well informed. • Hold direct reports accountable to their responsibilities and results.
Health and Safety	<ul style="list-style-type: none"> • Promote and model best practice in all DCM HS&W (Health, Safety and Wellbeing) policies and procedures, and monitor staff adherence of policies and procedures to ensure their health, safety and wellbeing.

Other Organisational Responsibilities	<ul style="list-style-type: none"> • Adhere to all organisational policies, procedures, standards and practices. • Act only in ways that advance DCM objectives, values and reputation. • Other duties, consistent with skills and experience, as directed by the Kaiarataki Piki te Ora.
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Key Relationships

Internal - DCM	External
Kaiarataki Piki te Ora	Key stakeholders
Kaiārahi Kāhui	Local communities
Piki te Ora Kāhui	External auditors
Wider DCM staff	

Key Competencies and Qualifications

- People and leadership skills to deliver great results.
- Motivating, mentoring and coaching skills to support and develop your team.
- A proven ability to work effectively with a culturally-diverse team.
- Commitment to the principles of Te Tiriti o Waitangi.
- Contract and service assurance skills to keep delivery visibly on track for DCM and our key stakeholders.
- Great relationship and communication skills to enable you to participate as an active member of the DCM leadership team.
- An ability to connect the dots, build a broad overview of service delivery, and represent DCM to partners, funders, stakeholders and beyond.
- A Social Work qualification
- Experience working alongside people who have experienced homelessness, trauma, mental health issues, substance misuse and/or violence.
- A full driver’s licence.



Location
2 Lukes Lane,
Te Aro,
Wellington



Team
Piki te Ora



Responsible to
Kaiarataki Piki Te
Ora



Direct reports
8-9



Agreement
Permanent



Arrangement
38.75 hrs
Mon-Fri