



MANA MOKOPUNA

Children & Young People's Commission

POSITION DESCRIPTION

Position:	Kairaranga Mokopuna and Whānau
Location:	Te Whanganui-a-Tara
Reporting to:	Manager – Monitoring or Mai World
Issue Date:	July 2023
Delegated Authority:	Nil
Staff Responsibility:	Nil

Our Organisation

Mana Mokopuna - Children and Young People's Commission is an independent advocate for all 1.2 million mokopuna aged under 18 in Aotearoa New Zealand and care-experienced mokopuna aged up to 25. Mana Mokopuna was established in July 2023, but the organisation was previously the Office of the Children's Commissioner, and we have a rich whakapapa built on the commitment of former [Children's Commissioners](#) since 1989.

The Commission is an Independent Crown Entity governed by a board of six Commissioners led by the Chief Children's Commissioner. It advocates for children's rights to be recognised and upheld, provides advice and guidance to government and other agencies, advocates for system-level changes, ensures children's voices are heard in decisions that affect them and monitors places where young people are detained.

Our name, Mana Mokopuna, describes who we are and what we stand for. At its heart, Mana Mokopuna recognises the many elements that will support mokopuna to thrive. It focuses on children and young people in the context of their family, whānau, hapū, iwi and wider community. It also recognises that their participation in decisions that affect them is vitally important.

Our Vision and Values

Our moemoeā is *Kia kuru pounamu te rongō - All mokopuna live their best lives*. We want to see every child in Aotearoa, regardless of their background, growing up knowing they belong with their whānau, having what they need to live their best life. It means mokopuna have a say about what matters for them, and that their rights are honoured by those in power.

Te Tiriti o Waitangi is central to our work. Honouring and reflecting Te Tiriti is one of the core values that drives us. We have a tikanga framework with four values-based principles that guide our mahi and behaviour:

- **Aroha:** Mokopuna are taonga. They are born with their own inherent mana. We will always act with compassion and empathy, adapting readily to respond to their needs.
- **Pono:** We believe honesty and integrity are key to doing our job well. We will always report things as we see them and never as how others want them to be seen. We stay true to one important thing: we do as we say we will.
- **Tika:** We are always about the best results for mokopuna. We empower others to bring about the best for them. We're independent and will always speak out for their interests. We consider the range of needs we have to meet and make every attempt to get it right. We never shy away from the hard stuff.
- **Mātauranga:** Mokopuna are our reason for being. They are involved, participate, and have input into things we do. We act from a place of knowledge; we work from evidence and advise others based on the things we learn.

Purpose of this Position

The Kairaranga Mokopuna and Whānau provides technical expertise and support to ensure culturally appropriate approaches to building strong relationships, engaging and communicating with mokopuna and their whānau, hapū, iwi, and Māori organisations.

Working with Managers, the Kairaranga will identify mātauranga Māori development needs for the team and provide day to day operational advice and support for kaimahi to improve in these areas. This role will also work closely with the Practice Leads to develop operational policy and practices, weaving best practice monitoring and engagement with mātauranga Maori.

The Kairaranga Mokopuna and Whānau will take a leadership and mentoring role with regard to the Monitoring or Participation and Engagement work programmes and in supporting kaimahi.

Working Relationships

<p>Internal:</p> <ul style="list-style-type: none">• Mai World Team• Te Tima o Mata Māori• Chief Policy Advisor and Principal Advisors• Communications Team• Corporate Services Team• Human Resources Manager• Other Senior Advisors and Advisors	<p>External:</p> <ul style="list-style-type: none">• Mokopuna and/or agencies and organisations representing them• Whānau, hapū and iwi• Māori organisations• Oranga Tamariki including national office, residential institutions, community-based care homes and service delivery sites – youth justice and care and protection• Other Government agencies including but not limited to Ministry of Social Development, Ministry of Health, Ministry of Education, Ministry of Justice, Department of Corrections• Human Rights Commission• Ombudsman’s Office• Independent Children’s Monitor• Academic community• Children’s sector and rights advocates• Wider NGO sector including Barnardos NZ• Community partners
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Key Accountabilities

Key Result Areas	Accountabilities
Promote operational best practice	<ul style="list-style-type: none"> • Provide mātauranga Māori guidance, mentoring and quality assurance to the team and the wider tari, to support best practice monitoring and engagement activity • Alongside the Practice Lead and Mata Māori, develop operational policy and practices, based on mātauranga Māori and in line with the Mana Mokopuna framework, under which all monitoring activity and engagements occur • Work with the Manager of Mai World and Mata Māori to identify mātauranga development needs for the team, and either provide support directly to kaimahi, or through the Manager to help kaimahi develop • Contribute mātauranga Māori to the development of a programme of policy, funding and legislative mechanisms which would make the biggest strategic impact for mokopuna within places of detention • Support the coordination activities with the Human Rights Commission as Aotearoa NZ's central coordinating body for NPMs; support Mana Mokopuna kaimahi holding lead portfolios for different aspects of our monitoring and represent the Commission in relation to our monitoring, as required • Contribute mātauranga Māori to the knowledge base on issues and policies related to the rights and well-being of mokopuna, and strategies of engagement with mokopuna, by presenting to audiences and/or participating in other ways within the community
Advocacy	<ul style="list-style-type: none"> • Contribute to discussions with key stakeholders to hold them to account on monitoring activity findings • Identify areas for advocating for systemic improvements to statutory care and protection and/or youth justice and/or child and adolescent mental health services at the design and delivery, policy and strategic levels and seek out opportunities for the tari to advocate for change, particularly for mokopuna Māori • Support advocacy efforts and research related to better outcomes for mokopuna within places of detention • Inquire into individual cases that are brought to the attention of the Commission, in a professional and considered manner consistent with best practice standards

Key Result Areas	Accountabilities
Monitoring and engagement	<ul style="list-style-type: none"> • Within the Monitoring team, manage complaints, grievances and other issues that come to the attention of the Commission with regard to monitoring • Within the Monitoring team, lead the process of oversight of Oranga Tamariki's Grievance (complaint) process within the care and protection and youth justice residences • Contribute to and lead the achievement of the team annual work programme • Carry out agreed monitoring and engagement activities in accordance with the scope and design for each project and within the Mana Mokopuna framework • Engage purposefully, sensitively, and effectively with mokopuna, families and whānau, Oranga Tamariki managers and staff, DHB managers and staff for mental health and forensic units, and Iwi, NGO and community stakeholders to gathering their feedback, understand their experiences and gain information to inform monitoring assessments • Contribute to the analysing of material and information gathered as part of monitoring, to identify systemic issues that need to be addressed • Prepare clearly written reports and recommendations on practice and service delivery to inform policy development and service improvement within places of detention and promote the views, interests, and well-being of mokopuna • Contribute to the provision of feedback on monitoring findings to relevant agencies, particularly Oranga Tamariki, with the view to help improve the lives of mokopuna within their facilities • Contribute to the preparation and delivery of presentations on findings and issues related to the rights of mokopuna in statutory care and/or custody • Provide mentoring and coaching to Senior Advisors and other more junior kaimahi to upskill and develop
Relationship management	<ul style="list-style-type: none"> • Build and maintain strong relationships with internal and external stakeholders, with a particular focus on whānau, hapū and iwi • Use strong networks to engage on issues impacting mokopuna, with the view to influence positive change
Te Tiriti partnerships	<ul style="list-style-type: none"> • Champion the rights of Māori as Tangata Whenua • Work alongside Mata Māori to ensure mātauranga Māori and the upholding of Te Tiriti is woven into operational policy and practice

Key Result Areas	Accountabilities
Strategy and policy development	<ul style="list-style-type: none"> • Contribute to the development of long-range policies and strategies for the tari, sharing expertise and knowledge freely
Communications	<ul style="list-style-type: none"> • Provide briefing and support to media and stakeholder engagements to best effect
Project support and other duties	<ul style="list-style-type: none"> • Participate in projects and perform other duties as required

Technical/Professional knowledge and skills

- Demonstrated excellence in building relationships and engaging with mokopuna, whānau, hapū and iwi
- Successful experience in undertaking monitoring and/or specialist interviewing, with experience in undertaking these activities from a mātauranga Māori perspective highly desirable
- Mātauranga Māori with proficiency in Te Reo Māori and Tikanga Māori
- Successful experience in using creative approaches, including use of technology, to communicate with mokopuna, whanau, hapu, iwi and Māori
- Demonstrated ethical and reflective approach to own practice; recognised as a credible and experienced practitioner from whom others regularly seek advice and professional support
- Strongly demonstrated analytical skills with the ability to synthesise information, draw conclusions and make recommendations. Some experience in the practice of a relevant professional discipline would be advantageous
- The ability to write effective and clear reports
- Highly developed verbal communication skills, including excellent coaching, presentation, and facilitation skills
- Strong understanding of the provisions of the Oranga Tamariki Act 1989, the Commissioner's role as a National Preventive Mechanism in accordance with the United Nations Optional Protocol to the Convention against Torture and other relevant legislation
- A strong understanding of statutory Youth Justice service provision and practice; the care and protection and youth justice residential care system; and the overall responsibilities of Oranga Tamariki
- Culturally competent with demonstrated successful experience of working effectively to improve outcomes for mokopuna Māori and Pacific children.
- A well-developed understanding of the range of services and programmes available to tamariki, rangatahi and whanau involved with the statutory youth justice and/or care and protection system
- Knowledge of statutory and public service processes and experience in the interpretation and application of legislation
- Tertiary qualification in a relevant discipline with a professional practice background or evidence of equivalent experience relating to tikanga Māori, children's rights, interests, and welfare

Special Requirements

- Demonstrated commitment to embedding Te Tiriti based practice within previous roles, and commitment to progressing the Te Tiriti journey of the Commission, including participating in Te Reo lessons or cultural development activities
- Values diversity, and contributes to an inclusive working environment
- Willing to travel to fulfil job requirements