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 **Job Description**

**Position: Refugee Post Settlement Support Worker**

**Location: Safer Mid Canterbury Offices, Ashburton**

**Hours of Work: 20 hours per week**

**Date Issued: June 2022**

**Purpose**: As part of the Government’s decision to increase the annual refugee quota, Ashburton was identified as one of five new settlement locations.

The Refugee and Migrant Post Settlement Support role focuses on the social integration of former refugee families into New Zealand and the local Ashburton community. It aims to strengthen the families connection to their new home setting, improve their knowledge about NZ and Maori culture; provide education and support to improve family health and wellbeing. This role will include both community and individual support for our former refugee families.

Former Refugee Community arrivals are Afghan, predominantly from Hazara ethnic community and speak Farsi/Dari.

***Strategic Goals of Safer Mid Canterbury***

A Safer, Stronger Community

Strong and Healthy Families

Working Together

Positive Pathways for Young People

***Functional Relationships***

***Reports to:***

**Refugee Settlement Support Team Leader**

***Internal: to Safer Mid Canterbury***

* **General Manager**
* **Refugee Settlement Support Team Leader**
* **Board Chair and trustees**
* **Finance and administration staff**
* **Service staff**
* **Volunteers**

***External to:***

* **Refugee Settlement Support Service clients**
* **Ashburton District Council**
* **Key stakeholder group**
* **MSD**
* **Welcoming Communities**
* **Hakatere Multicultural Council**
* **Red Cross (they hold the contract for Refugee Employment Support)**
* **NGO’s**
* **Local and central government departments**
* **ECE’s**
* **Schools**
* **Adult Education providers**
* **Media – To go through Team Leader**
* **Iwi, Hapu and Maori Community Organisations**
* **Health providers**
* **Community at large**

**Refugee and Migrant Post Settlement Support Worker Responsibilities**

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| **Key Functions**  | Standards and Achievements |
| **Refugee Background Information**  | * Understand the context of refugee settlement, history and background contexts. Such as religion, language skills, food, dress, cultural practices, family systems, and gender roles etc. (Training will be provided).
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| **Developing relationships** | * Develop collaborative and supportive working relationships with refugee individuals and families.
* Develop and maintain collaborative and supportive working relationship with other community organisations.
* Develop and maintain collaborative and supportive working relationships with the Refugee Settlement Support Service.
* Respect the confidentiality of refugee individuals and families.
* Build links with former refugee families and the local Maori community, including the Hakatere Marae.
* Build links with local migrant communities and HMCC coordinator.
* Build links with local Ashburton groups and societies.
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| **Post Settlement Objectives**   | * Ascertain post settlement needs and interests of former refugee families; this may include immigration information, provision of community social needs;
* Organise opportunities for greater social engagement with the wider community.
* Provide educational and experiential activities that improve their understanding of their surrounding environment.
* Provide education and/or experiential opportunities for improved understanding of Tikanga Maori
* Provide education and/ or experiential activities that improve their understanding of their local community (this may include local government and government election processes, participating in Ethnic Leader’s Forum (HMCC), visits to council services, library, sports centre, museum, art gallery.
* Work alongside other relevant services to provide education and support regarding positive parenting; family violence and general wellbeing and safety for former refugee families.
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| **Professional Development**  | * Attend appropriate conference, education opportunities, training workshops relative to the position.
* Maintain and update own knowledge base as appropriate.
* Undertake specific education re: Afghan culture
* Undertake specific education re: refugee resettlement
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| **Cultural Competency, Safety and Diversity**  | Application of cultural safety: Have a high level of cultural safety and the ability to work with respect and empathy with people from different cultural backgrounds. * Understand how various populations require support to be delivered (this includes urban and rural differences, gender roles, religion, family structure, disability etc.)
* Acknowledge cultural differences and respect spiritual beliefs, cultural practices and lifestyle choices.
* Understand and advocate for the needs of former refugee families, including their rights to equal opportunity.
* Respect, sensitivity, cultural awareness is evident in interpersonal relationships.
* Use supervision, training workshops and team meetings to discuss cultural competence issues.
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| **Recognise Maori as Tangata Whenua.** | * Commitment to the principles of Treaty of Waitangi
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| **Risk Management**  | * Understand and follow Safer Mid Canterbury Child Protection Policy
* Adhere to professional boundaries and advise Team Leader of any problems or difficulties arising while conducting casework responsibilities.
* Any concerns of risk to self, refugees, colleagues, other staff or members of the public to be reported immediately to Team Leader and/or Emergency Services as situation requires, i.e. police.
* Adhere to professional practice standards.
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| **Utilise Information Technology** | * Demonstrate an ability to access and use available clinical information systems.
* Be conversant with case work management system and/or request upskilling if needed.
* Maintain own professional development by attending relevant IT educational programmes.
* Use Paua Client Management system for casework records.
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| **Health and Safety Guidelines**  | * Complying with Health and Safety requirements when working in and off the premises of work
* Complying with Safer Mid Canterbury Key Operating Policies and Procedures
* Keep up to date with security and safety procedures.
* Participate in Health and Safety Induction program.
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| **General**  | * Be committed to the development of Safer Mid Canterbury District’s bicultural and Multicultural development
* Attend all relevant Team and Organisational Meetings
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**I have read and understood the above Job Description and accept all of the above responsibilities incorporated herein.**

**Signed by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_/\_\_\_/\_\_\_**

**Migrant Refugee Post Settlement Support**

**Signed by: Kathy Harrington-Watt**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_/\_\_\_/\_\_\_**

**Refugee Settlement Services Team Leader**

**Safer Mid Canterbury**

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| **CONDITIONS OF APPOINTMENT - Refugee Settlement Support Service Family Caseworker** |
| **Hours of Work** | Your ordinary hours of work will be 20 hours per week. Due to the nature of the position, working hours are flexible but will generally be worked Monday to Friday inclusive.On occasion there may be the need to work outside of what might be considered ordinary working hours - evenings and weekends. |
| **Remuneration** | * Range $27.50 to $28.50 p/h
* 3% Kiwisaver contribution
* 4 weeks annual leave
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| **Other conditions of appointment** | Other conditions of appointment shall be as prescribed in the Employment Relations Act 2000 and it’s amendments, other Acts which govern employment and an Individual Employment Agreement. |