

Sexual Violence Practice Lead

Position Summary

The Sexual Violence Practice Lead is a dedicated subject matter expert in family and/or sexual violence primary prevention, who will provide the thought leadership and technical advice needed to support community mobilisation and system change, development of partner organisations, train others, review and support any communications to ensure its appropriate and effective to achieve mokopuna ora and a safe, flourishing Aotearoa.

They will learn and grow your professional knowledge of emerging issues, trends, and best practices on the job, drawing on a diverse range of evidence and research, including mātauranga Māori, and implementation standards and guidelines, to inform the advice and support they provide.

Working closely and collaboratively with Community Mobilisers, their technical advice and support will ensure that primary prevention initiatives are Te Tiriti-led, effective, culturally safe, and trauma informed. They will design and deliver internal and external capability-building activities, including presentations, training and workshop facilitation, and resource development, to grow and develop primary prevention practice in the Community-led Primary Prevention Partner Initiative and more broadly in their region. They do not deliver healing or response services to those affected by family violence and sexual violence.

Overview

Title	Sexual Violence Practice Lead
Organisation	Tautoko Mai
Group / Unit	Social Change and Prevention
Work location	Tauranga
Position number	If relevant
Position reports to	Manager, Community-led Prevention Partner Initiative
Direct reports	Nil
Employment type	Full-time fixed term to 30 June 2027

About Community-Led Primary Prevention Partner Initiative

Our approach

ACC is working to ensure children and young people are safe and flourish in Aotearoa New Zealand and that we are protecting the whakapapa of our tamariki, rangatahi and whānau. Our vision, as outlined within Manini Tua, charts a course towards a safe and inclusive 2040, chosen to coincide with 200 years since the signing of Te Tiriti o Waitangi. A key element of Manini Tua is building the infrastructure to support a high functioning prevention system. This includes strengthening community leadership, strengthening the prevention infrastructure, investing in Kaupapa Māori action, and building the evidence of what works.

The Community-Led Primary Prevention Partnership Initiative is a systems focused, community-led, primary prevention initiative in 16 rohe (regions) across Aotearoa New Zealand. The initiative has a direct focus on primary prevention. Primary prevention works by identifying and addressing the underlying causes or drivers of family violence and sexual violence (e.g. social norms, practices and structures that influence attitudes and behaviours).

Through investment in a workforce of 80 kaimahi across 16 community organisations, we will help build and activate protective and strengthening factors at a community and ecosystem level, whilst recognising the importance of Te Tokotoru and the interrelationship between strengthening, healing, and responding. This national prevention workforce will, overtime, and alongside other system investments, build and sustain a primary prevention system which will help achieve mokopuna ora and a safe, flourishing Aotearoa.

About our organisation

Our organisation Tautoko Mai	About us <i>At Tautoko Mai, we are dedicated to supporting survivors of sexual harm and promoting safer communities. Our team works collaboratively to deliver trauma-informed, client-centred services that empower individuals and contribute to lasting positive change.</i> <i>We provide a range of services, including counselling, crisis response, and education, to help individuals and communities recover, heal, and thrive. Our approach is underpinned by respect, compassion, and a deep commitment to the wellbeing of all those we serve.</i>
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Organisational values

Values	Manaakitanga <i>Having a workplace where everyone is welcome, demonstrates integrity and shows respect towards one another.</i>
	Kaitiakitanga <i>Providing a safe supportive environment including participation and effective communication.</i>
	Ngā Tūmanako <i>Supporting hopes, dreams, and aspirations whilst leading by example.</i>
	Mana Motuhake <i>Practicing self-empowerment and self-determination by way of accountability and responsibility.</i>
	Whakapakari <i>Aspiring to be the best you can be through education, ethics, and professionalism.</i>

About the Sexual Violence Practice Lead role

Key responsibilities

The Sexual Violence Practice Lead role is part of a dedicated Te Tiriti-led primary prevention workforce who are embedded within their local community, driving and supporting systems change for the prevention of family violence and sexual violence across the Bay of Plenty region. The Sexual Violence Practice Lead responsibilities include:

- Actively supporting the Community-Led Primary Prevention Partner Initiative team in the co-design and implementation of local primary prevention initiatives by:
 - Providing technical advice and thought leadership on best practices for primary prevention of family violence and sexual violence in different settings and communities.
 - Drawing on a diverse range of evidence and knowledge, including mātauranga Māori, to inform technical advice and support.
 - Identifying most effective levers and opportunities across the primary prevention system.

- Ensuring an equity, trauma-informed, and cultural safety lens is applied across all initiatives.
- Participating in community engagement and networking.
- Designing and delivering participatory internal and external capability-building activities, such as in-person training, presentations, workshops, and resource development.
- Training and supporting the Community-Led Primary Prevention Partner Initiative team on 'Recognise, Respond, Refer' and following organisational policies and procedures on family violence and sexual violence disclosure management.
- Actively contributing to sharing and learning across the Community-led Prevention Partner Initiative network, including participating in workforce development initiatives (such as communities of practice).

Accountabilities

This position is based in the Tauranga office and reports directly to the Manager, Community-Led Primary Prevention Partner Initiative. The Sexual Violence Practice Lead has close relationships with other Sexual Violence Practice Leads across the Community-Led Primary Prevention Partner Initiative network to share insights, learnings and respond to collective opportunities and challenges, as well as forming strong working relationships with the Community Mobilisers within the direct initiative team.

The Sexual Violence Practice Lead is accountable for:

- Ensuring consistent application of and adherence to relevant ACC key messages, Healthy Relationship Principles and Oranga Whakapapa Pou and ways of working, and relevant national-level sexual violence specialist organisational standards and capability frameworks.
- Ensuring family violence and sexual violence disclosure management policies and procedures are in place, the Community-led Prevention Partner initiative team are trained on 'Recognise, Respond, Refer', as well as maintaining active referral pathways to specialist healing and recovery services in the community.
- Proactively identifying risks and opportunities and ensuring strategies to mitigate risk are acted on in a timely and appropriate manner.

As a member of the Community-Led Primary Prevention Partner Initiative team, you will be:

- **Te Tiriti-led** – acknowledges the special relationship with Māori under Te Tiriti o Waitangi and the ongoing impacts of colonisation, and actively supports the right of whānau, hapū and iwi to exercise Tino Rangatiratanga and Mana Motuhake.
- **Family Violence and Sexual Violence prevention informed** – understand the prevalence, drivers, risk and protective factors, and impacts of family violence and sexual violence, and engage with a diverse range of evidence on emerging issues, trends, and primary prevention best practices.
- **Primary prevention, systems thinking and acting** – understand primary prevention, systems change and collective impact and utilise and apply systems thinking tools and principles to create transformative change.
- **Relational and collaborative** – enhance collaboration across the Community-Led Primary Prevention Partner Initiative team and network, and diverse communities, through strong effective relationships and partnerships at all levels; build trust through consistent actions, values and communication; minimises surprises.
- **Continuously adapt, learn and improve practice** – take a continuous learning and development approach and actively contribute to sharing and learning across the Community-Led Primary Prevention Partner Initiative network, including participating in workforce development initiatives.

Key Selection criteria

The ideal applicant will demonstrate the following key selection criteria:

Knowledge and skills

Community-led Prevention Partner Initiative Core Competencies		The role requires the following demonstrated knowledge & skills
Building	Relationship building and management	<ul style="list-style-type: none"> Effectively brings people together to achieve collective impact. Understands that opportunities come from building relationships and keeping them alive.
	Influencing	<ul style="list-style-type: none"> Can find a common language to relate to the audience to influence and prevent family violence and sexual violence. Comfortable in describing the desired effects of preventing family violence and sexual violence.
	Storytelling and communication	<ul style="list-style-type: none"> Is approachable, open and willing to listen. Excellent written and verbal communication skills.
Leading	Collaborative Leadership	<ul style="list-style-type: none"> Engages both the usual and the unusual suspects and able to engage those who don't see themselves in Community-led Prevention Partner Initiative.
	Adaptive Leadership	<ul style="list-style-type: none"> Mobilises others to create systems change by diagnosing the situation, energising self and intervening skilfully. Comfortable in adaptive and changing environments (e.g. can pivot with ease)
Designing / Doing	Systems thinking and acting	<ul style="list-style-type: none"> Understands systems thinking and its application to family violence and sexual violence prevention; recognises components of a system and their interconnectedness; supports effective system communication and feedback.
	Family Violence and Sexual Violence Prevention informed	<ul style="list-style-type: none"> Understand the prevalence, drivers, risk and protective factors, and impacts of family violence and sexual violence; engages with a diverse range of evidence on emerging issues, trends, and primary prevention best practices.
	Co-design and design thinking	<ul style="list-style-type: none"> Understanding of design thinking, co-design or related fields and can apply to this work. Uses social innovation tools to co-design, test and iterate solutions for systems-level impact.
	Data / Evaluation	<ul style="list-style-type: none"> Supports evidence-informed practice. Supports the team and network to draw on insights and analysis to make decisions.
Managing / Sustaining	Reflective practice	<ul style="list-style-type: none"> Critically reflects on self, team and the work and can adapt the work programme, processes and actions accordingly. Support the whole team in reflection, direction and

		adaptation.
	Risk Management	<ul style="list-style-type: none"> • Can effectively manage reputational risk which may result from working with stakeholders from different parts of the system. • Manages risk, escalates up and reports blockages when they occur
	Project Management	<ul style="list-style-type: none"> • Able to work on multiple projects effectively and facilitate engaging workshops. • Proactive and self-starting; seizes opportunities and acts upon them; takes responsibilities for own actions.
	Sustainability	<ul style="list-style-type: none"> • Integrates sustainability into the Implementation Roadmap at the level of practice, resource, and relationships.

Personal qualities

The Community-Led Primary Prevention Partner Initiative workforce are innovative and creative, and must exhibit the following qualities:

- **People-focused:** Empathetic and supportive, act with integrity in all that you do. A personal commitment to preventing family violence and sexual violence and collaborate in positive and meaningful ways.
- **Action-oriented:** Curious, proactive and takes initiative; seizes opportunities and acts upon them; resourceful and learns by doing; takes responsibilities for own actions.
- **Adaptive:** Flexible and agile; open to new ideas; accepts changed priorities without undue discomfort; has an experimental mindset and recognises the merits of different options and acts accordingly.
- **Open and Courageous:** Seek diverse perspectives and value difference, comfortable in ambiguity, possess a growth mindset and courageous in actions.
- **Reflective and Strategic:** Can see the bigger picture through a bird's eye view and is able to respond in a strategic manner, critically reflective and can adapt activities to suit.
- **Cultural responsiveness:** Aware of the important place of indigenous leadership, strengthening relationships with mana whenua, and working with Te Tiriti o Waitangi at the centre of their practice. Understands Māori, Pasifika and other diverse community priorities and needs; is comfortable working with diverse communities and knows when to seek support.

Qualifications/Experience

- Passionate about working and learning in an emerging field dedicated to creating long-term change at multiple levels by strengthening the factors that promote wellbeing and protect against injury and harm.
- A tertiary qualification in education, public health, health promotion, gender studies, social or political science, community development or other relevant areas (required).
- Strong demonstrated understanding and/or experience of one or more of the following:
 - Family violence and sexual violence (including prevalence, underlying drivers, emerging trends and best practices relating to primary prevention);
 - Key concepts underpinning primary prevention of family violence and sexual violence (including socioecological model, protective and risk factors, whole of population etc); and
 - Systems change thinking and application.

- Demonstrable understanding or experience of working to support and/or promote Māori aspirations.
- Excellent relationship building and persuasive communication skills, including the ability to influence and bring others' connections to the Community-led Prevention Partner Initiative.
- Strong facilitation skills, with experience designing participatory capability-building activities (preferably on topics relevant to the prevention of family violence and sexual violence) to diverse groups and communities, and in a variety of settings.
- Demonstrated high-quality written communication skills, which can be adapted depending on audience and medium, including high-level reporting.
- Experience in managing and referring on disclosures of family violence and sexual violence to appropriate services in community (noting this role does not provide direct support to those affected by family violence and/or sexual violence).

Additional requirements

- Valid New Zealand driver's license.
- You must have the right to live and work in New Zealand.
- Employment is subject to a satisfactory National Police History check.