

Community Mobiliser

Position Summary

The Community Mobiliser holds a system-level view of the primary prevention system in the Bay of Plenty region, working with diverse communities and local leaders, to mobilise communities and system change to achieve mokopuna ora and a safe, flourishing Aotearoa.

The Community Mobiliser does not deliver healing or response services to those affected by family violence and sexual violence, but identifies, implements, and leverages Te Tiriti-led initiatives that strengthen the protective factors that focus on the underlying drivers of violence (e.g., social norms, practices and structures that influence attitudes and behaviours). The Community Mobiliser will broker conversations with diverse communities, co-design, test, and prototype and/or amplify existing primary prevention initiatives that focus on family violence and sexual violence primary prevention, as well as supporting local leadership to take action to prevent family violence and sexual violence.

The Community Mobiliser works closely and collaboratively with the Primary Prevention Practitioner to ensure that primary prevention initiatives are Te Tiriti-led, effective, culturally safe, and trauma informed, as well as informed by a diverse range of evidence and research, including mātauranga Māori.

Overview

Title	Community Mobiliser
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 the Community-led 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 Prevention Partnership Initiative is a community-led, systems focused primary prevention initiative in 13 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 65 kaimahi across 13 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

<p>Our organisation Tautoko Mai</p>	<p>About us</p> <p><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></p> <p><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></p>
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Organisational values

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

About the Community Mobiliser role

Key responsibilities

The Community Mobiliser 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 Community Mobiliser's key responsibilities include:

- Stimulating or leveraging action at the community level, identifying system barriers and leverage points, and co-designing system-level primary prevention initiatives with diverse communities to address the underlying drivers of family violence and sexual violence.
- Building and developing the Te Tiriti-led primary prevention system in the Bay of Plenty region through establishing networks, consolidating effort, and securing opportunities for systems change.
- Working alongside Community-led Prevention Partner initiative team members and engaging with other regional Community Mobilisers to identify opportunities and emerging issues relating to family violence and sexual violence primary prevention.

- Assessing, gathering, and collecting community-level insights and evidence to influence the ongoing development and delivery of primary prevention initiatives and activities at the local, regional, and national level.
- 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 Prevention Partner initiative. The Community Mobiliser has close relationships with other Community Mobilisers across the Community-led Prevention Partner initiative network to share insights, learnings and respond to collective opportunities and challenges, as well as forming strong working relationships with the Primary Prevention Practitioner within the direct team.

The Community Mobiliser 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 community-led initiatives are designed and implemented are Te Tiriti-led, evidence-informed, and focused on systems change and family and sexual violence primary prevention best practice, including trauma-informed and culturally safe.
- 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 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 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 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.

		<ul style="list-style-type: none"> 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.
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Personal qualities

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

- **People-focused:** Empathetic and supportive, acts with integrity in all that you do. A personal commitment to social change, ending family violence and sexual violence, and collaborates 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 has a decolonising mindset. Understands Māori, Pasifika and other community health 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 preventing family violence and sexual violence before it occurs.
- A tertiary qualification in education, public health, health promotion, gender studies, social or political science, community development or other relevant areas (desirable).
- 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 (including socioecological model, protective and risk factors, whole of population etc); and
 - Systems change thinking and application.
- Excellent organising, 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.

Additional requirements

- Valid full and unrestricted 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.