

Prevention & Partnerships Lead

Position Summary

The Team Leader, *Community-led Prevention Partner initiative*, is a courageous, articulate leader, with a passion for primary prevention, systems change, and achieving mokopuna ora and a safe, flourishing Aotearoa. The Team Leader will create the vision for the *Community-led Prevention Partner initiative* team across Tauranga, Rotorua and Taupō rohe.

The Team Leader will build and lead a dedicated team of primary prevention kaimahi, working with community and local leaders to increase coordination and alignment of family violence and sexual violence prevention. The Team Leader will create a supportive high-functioning environment, creating the conditions for the team to experiment, innovate and execute well. The Team Leader will ensure the team have the right support, tools, and resources needed to identify, implement, and leverage initiatives that strengthen protective factors and the primary prevention system and drive effective change across a variety of sectors and settings. The Team Leader will also provide leadership in evaluation, monitoring and accountability of the initiative, and will actively contribute to the Community-led Prevention Partner initiative network through reciprocal learning and demonstrating partnership with ACC's Strategic Investments team.

Overview

Title	Team Leader
Organisation	Tautoko Mai
Work location	Based in Tauranga, with travel to Rotorua and Taupō
Position reports to	Social Change and Prevention Manager
Direct reports	TBC
Employment type	Full-time, Permanent

About 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

Tautoko Mai	<p>Tautoko Mai is a for-purpose, non-profit organisation established in 2010, governed by a Board of Trustees. We are committed to providing comprehensive support for those effected by sexual harm, focusing on healing, education, and prevention. Our team of experienced professionals are dedicated to fostering a safe and supportive environment for those in need.</p> <p>Our mission is to offer personalised support and counselling services to help survivors heal and rebuild their lives. We provide educational programmes to raise awareness and prevent sexual harm within our communities. Additionally, we work proactively to create safer environments through community outreach and advocacy.</p>
--------------------	---

Organisational 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 Team Leader role

Key responsibilities

The Team Leader 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 Tauranga, Rotorua and Taupō region. The Team Leader's key responsibilities include:

- Leading, determining, and driving the purpose and ambition of the Community-led Prevention Partner initiative in the Tauranga, Rotorua and Taupō region.
- Role model healthy relationships as a leader, create processes and systems to support this in order to create a safe and positive working environment.
- Managing the Community-led Prevention Partner initiative team (4FTE direct reports), ensuring the team is supported, resourced, and coordinated to implement their responsibilities in a timely and professional manner. This includes:
 - inducting team members well into primary prevention and systems change approach(es).
 - optimising each team member's strengths and abilities.
 - ensuring team members are recruited with the right skill sets and mindsets.
 - actively participating in workforce development and in any opportunities for networking, collaboration and work force development.
- Unlocking opportunities for the Community-led Prevention Partner initiative team through strong community relationships and engaging and mobilising key leaders across Tauranga, Rotorua and Taupō to get behind the kaupapa.
- Drawing on insights and analysis to make strategic decisions that drive the delivery of the Community-led Prevention Partner initiative in the Tauranga, Rotorua and Taupō region.
- Confidently represent the Community-led Prevention Partner initiative within the Tauranga, Rotorua and Taupō region, including in the media.
- 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 in the Tauranga, Rotorua and Taupō and reports directly to the Social Change and Prevention Manager. The Team Leader has close relationships with other Team Leaders across the initiative network to share insights, learnings and respond to collective opportunities and challenges.

The Team Leader 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.
- Managing a team who are open minded, strategic, and who are willing to learn and grow with the initiative as it develops.
- Proactively identifying risks and opportunities and ensure strategies to mitigate risk are acted on in a timely and appropriate manner.
- Managing the evaluation, monitoring, and accountability processes (including overheads and budgets) on behalf of the Community-led Prevention Partner initiative team.

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:

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. Ability to build and maintain healthy functioning teams? 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.

Knowledge and skills

Personal qualities

The Community-led 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 preventing family violence and sexual violence before it occurs.
- Proven people leadership experience working in in adaptive operating environments, primary prevention initiative(s), family violence and/or sexual violence primary prevention, community-led and/or systems change initiatives (required).
- 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 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 relationship building and persuasive communication skills, including in the media.
- Proven ability to build and maintain healthy functioning teams
- 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 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 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.