

ROLE DESCRIPTION



He kura te tangata

Position title	Kaiārahi Tauira Māori Lead Counsellor
Primary work unit	Mauri Ora Student Health and Counselling Te Pūrengi, Student Experience and Wellbeing
Responsible to	Clinical Lead Counselling
Responsible for	2 to 4 direct reports
Position status	Permanent, full-time
Hours of work	37.5 per week
Salary	Band 9; \$93,962 to \$125,258 per annum
Te Whakakitenga - Our Vision: Ki te Pae!	The University's excellence is defined by inspirational teaching, outstanding research and deep engagement that mobilises understanding and action for a better world.
Te koromakinga - Our mission	We draw on our whakapapa, knowledge, and place to shape a better future together.
Ngā Uara – Our Values	Kaitiakitanga - we have a duty as guardians to protect and nurture the environment and people entrusted to our care. Manaakitanga - we are welcoming and generous and operate in ways that enhance the mana of our staff and students. Whanaungatanga - we grow meaningful and long-lasting relationships that benefit our university communities and wider society. Akoranga - we value the experience that students and staff bring to the University and recognise that greater understanding grows out of shared learning. Whai mātauranga - we nurture intellectual curiosity that pushes the boundaries of knowledge and integrates diverse viewpoints to enhance the world around us.

Te Herenga Waka - Victoria University of Wellington is renowned for its high-quality research and exceptional teaching. We attract people from around the world. Our university campus spans Te Whanganui-a-Tara Wellington - the creative, scientific, and political centre of Aotearoa New Zealand - and our students thrive on the connections we've made here.

We are committed to upholding Te Tiriti o Waitangi and connection to place. We're a university with a marae at its heart. Our Māori name is Te Herenga Waka. This is also the name of our marae and means the mooring place of canoes.

For further information about the University go to <http://www.wgtn.ac.nz>

Position purpose

To provide cultural and strategic leadership to create positive environmental change and opportunities through the development of culturally appropriate counselling services that reflect Mātauranga Māori in collaboration with the Clinical Lead Counselling, Mauri Ora Student Health and Counselling team, staff at the University, Tauria Māori and community stakeholders.

To support the on-going development of cultural capabilities within the wider Mauri Ora team, deliver culturally safe counselling services to Tauria Māori and enable equitable access to health and counselling services offered by Mauri Ora.

It is expected that 0.5 FTE will be dedicated to clinical work with the remaining FTE focused on leadership, operational management, and strategic planning responsibilities.

Position location

The Kaiārahi Tauria - Māori Lead Counsellor is located in Mauri Ora - Student Health and Counselling which is part of Te Pūrengi - Student Experience and Wellbeing Directorate which includes Mauri Ora, Te Amaru - Disability Services, Te Taiako - Student Learning, Te Ratonga Rapu Mahi - Careers and Employment, Tauria - Student Interest and Conflict Resolution, Manawa Ora - Student Wellbeing, and Te Haumiri - International Student Experience.

The purpose of Mauri Ora - Student Health and Counselling is to provide quality healthcare and counselling services to Tauria in order to support their personal development and academic endeavours and promote a culturally inclusive and caring environment for both Tauria and staff. Mauri Ora plays an important role in the development of a culture of holistic wellbeing on campus.

Strategic context

Te Pūrengi - Student Experience and Wellbeing has a strategic/operational plan which is aligned to the University's [Strategic Plan](#). The Kaiārahi Tauria - Māori Lead Counsellor will help Te Pūrengi support students to achieve their academic and personal goals. Te Pūrengi collaborates with colleagues and stakeholders to ensure services provided to students are streamlined, comprehensive, and accessible, and to strengthen the University's environment of inclusion, so that students can thrive and have a high-quality student experience. Teams seek innovative solutions and focus on continuous improvement in response to student feedback and changing contexts.

Key responsibilities

Cultural Development and Leadership

- Contribute to the positive development of bicultural attitude and practice throughout Mauri Ora - Student Health and Counselling by modelling tikanga, whakawhanautanga and providing insight on Mātauranga Māori and Te Ao Māori views.
- Provide consultation and guidance to Mauri Ora staff on providing cultural safe services to Tauria Māori.
- Gain a thorough understanding of Tauria Māori' needs and participate in the strategic development, quality improvement and operational development of Mauri Ora Services
- As a member of Mauri Ora Leadership team, contribute to and participate in operational and strategic planning activities.
- As required, lead, and support key projects, campaigns, and initiatives focused on new and improved service delivery to Tauria Māori and the University.
- Contribute to the strategic and operational discussions and planning for the service.
- Assist with the data collection and analysis relevant to the success of Tauria Māori.

Outcome: Services provided within the clinics are culturally safe and responsive to Taurira Māori needs. They are in alignment with the strategic direction and values of the University.

Operational Management

- Leadership of a team of Counsellors and Kaiwhakatere Hauora offering targeted services to Taurira Māori within Mauri Ora Student Health and Counselling, working with the Clinical Lead, Counselling, and more broadly as a member of the Mauri Ora Leadership team on the promotion of health and wellbeing throughout the University.
- Staff management, including clinical oversight and professional development, continuing education and training, induction, and orientation for new staff.
- Work with the Clinical Lead, Counselling in service management, planning and development, including networking and relationships across Mauri Ora, the wider university and with external organisations to ensure the Service evolves to meet student needs and align with the University's strategic direction.
- Ensure the quality and professional standards of the service are delivered including the work processes and practices, complex situation management and issue resolution, codes of ethics, client confidentiality and other legal and regulatory compliance.
- Plan, develop and deliver group programmes and promote wellbeing and other related initiatives.
- Ensure the specialist needs of the diverse Student population are understood and reflected in effective strategies for service delivery that eliminate potential barriers. This includes Taurira Māori, Pasifika Taurira, Rainbow Taurira, Taurira with disability and neurodiverse Taurira.

Outcome: The strategic direction of the service is operationalized. The services we provide within the clinics are responsive to Taurira needs and in alignment with the strategic direction and values of the University.

Clinical Practice

- Provide short-term counselling support in a cultural safe and appropriate manner so that Taurira Māori are supported to maintain positive wellbeing, mental health and to manage and/or resolve issues affecting their learning, personal development, and university experience.
- Deliver individual and /or group counselling services related to the education and health promotion of Taurira Māori.
- Appropriate codes of ethical practice, including client confidentiality, relevant legal and statutory requirements, administrative policies, and procedures are complied with.
- Maintain high professional standards and best practice principles to ensure quality and culturally safe Counselling is provided in line with the Service's focus on short term and solution focused interventions.

Outcome: Taurira Māori are assisted to manage and/or resolve issues affecting their wellbeing, mental health, learning, personal development, and university experience.

Clinical Risk Management

- Provide consultation and educative services to support university staff in the areas of student mental health, positive wellbeing and risk and issue management.
- Work with the Clinical Lead, Counselling and Clinical Lead, Medical to actively support, review Taurira at risk, assist with case management and support staff to manage risk.

Outcome: Taurira at risk are actively identified, supported and case managed where this can be practically done.

Student Wellbeing and Safety

- Develop knowledge and understanding of The Education (Pastoral Care of Tertiary and International Learners) Code of Practice 2021 (Pastoral Care Code).

- Complete Pastoral Care Code training that is required for this role.
- Contribute to aspects of the Pastoral Care Code related to the work of Mauri Ora and this role.

Outcome: The Pastoral Care Code is well understood and applied so that engagement with Taurira is holistic and responsive to their needs.

Key relationships

The following positions report directly to the Kaiārahi Taurira - Māori Lead Counsellor:

- Kaiwhakatere Hauora and Piki Counsellor (Māori & Pasifika Priority appointment).

The Kaiārahi Taurira - Māori Lead Counsellor will work closely with the Office of the Deputy Vice-Chancellor (Māori) and existing Māori services across the University to ensure culturally appropriate and accessible wellbeing and healthcare services to Taurira Māori. The Kaiārahi Taurira - Māori Lead Counsellor will develop and maintain positive working relationships with the local iwi and community services and organisations, including Tū Ora Compass Health, that will support the academic success and professional growth of Māori people.

The Kaiārahi Taurira - Māori Lead Counsellor will develop and maintain excellent working relationships with staff in Mauri Ora and the wider Te Pūrengi - Student Experience and Wellbeing Directorate. The Kaiārahi Taurira - Māori Lead Counsellor will also work with other staff, services and external providers as required to perform effectively in the position.

Competencies

Competency	Demonstrated by
Client focus	Understands and believes in the importance of client service; listens to and understands the needs of internal and external clients; displays a professional, courteous, and empathetic approach; considers equity and diversity issues in interactions; meets and exceeds client needs to ensure satisfaction.
Self-management	Effectively plans and organises work to achieve desired outcomes; proactive, remains focused, takes action to overcome obstacles and follows through to completion.
Integrity	Is fair, open, honest, and consistent in behaviour and can be relied upon; is receptive to Māori, Pasifika, and multicultural issues; generates confidence in others through professional and ethical behaviour.
Innovation	Questions the way things are done; encourages discussion, free debate and generation of creative ideas and solutions; learns from past mistakes; generates new and creative ideas to improve the status quo.
Communication	Clearly and concisely communicates with a wide range of people in all situations, both orally and in writing; effectively listens; understands cultural differences in regard to communication.
Analysis and judgement	Identifies and analyses issues and problems, considers alternatives, makes sound decisions, and commits to a course of action.
Teamwork	Works co-operatively, respects and is open with others in a team-setting in order to achieve results and team goals.
Relationship building	Builds and maintains positive and productive working relationships and networks; consults widely; is sensitive towards different peoples and cultures.
Strategic thinking	Understands the big picture and is forward thinking; seeks and accepts challenges and opportunities; develops and communicates a clear, inspiring, and relevant direction.
Persuading and influencing	Gains the co-operation of others by seeking their points of view; understands differing views and identifies points of agreement; negotiates solutions to meet the objectives of all parties where possible; confidently advocates a preferred approach.
People management	Uses a variety of styles and methods to develop, motivate and empower others towards achieving their own and organisational goals.

Selection criteria - essential

- An experienced, qualified practitioner with a current practising certificate that complies with the Health Practitioners Competence Assurance Act (2003) or a Counsellor with NZAC full registration and Te Whatu Ora Accreditation.
- University Degree or Post graduate qualification in a mental health related discipline such as counselling, psychology, psychotherapy, social work, mental health nursing or occupational therapy.
- Proven/demonstrated experience supporting Māori people and communities.
- Experience and interest in working in a culturally safe approach with Māori students and applying cultural models of wellbeing.
- Be committed to the advancement of Tauira Māori, whānau, hapū and iwi.
- Commitment to application of Te Tiriti o Waitangi in a health and educational context.
- Proven understanding of issues relating to late adolescence and early adulthood.

- Experience in providing holistic mental health assessments and delivering a range of therapeutic approaches including solution focused, brief / time limited models of counselling.
 - Experience in mental health crisis management and intervention.
 - Proven ability to counsel using an approach that is non-judgemental, flexible, empathic, and sensitive to cultural, religious differences, gender, and sexual orientation.
 - Be able to deal sensitively and in a culturally appropriate manner with Tauria Māori and their whānau.
 - Have a proven ability to establish and maintain relationships.
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Selection criteria - desirable

- Knowledge of The Education (Pastoral Care of Tertiary and International Learners) Code of Practice 2021.
 - Experience in the provision of cultural supervision.
 - Experience in leadership and management.
 - Have proficiency in te reo me ōna tikanga.
 - Knowledge of The Education (Pastoral Care of Tertiary and International Learners) Code of Practice 2021.
 - Demonstrate an understanding of the tertiary sector.
 - Experienced in the provision of consultation and mental health promotion/preventive services.
 - Familiarity with practice management software and Microsoft Suite
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Delegations

Pūmanawa Tāngata - Human Resources Delegated Authority - Level 6.
