

## Te Kaihautū o te Haerenga Hōu

RainbowYOUTH fosters a safe, inclusive, whānau environment for queer, gender diverse, and intersex youth and their wider community. We are a youth-led, youth-run organisation that values and respects the diversity and opinions of peoples everywhere. We are committed to honouring our obligations under Te Tiriti o Waitangi. RainbowYOUTH's vision is that all young people thrive in Aotearoa, he waka eke noa (a waka we are all in together, without exception). Our mission is to create social change by providing information, advocacy and support for queer, gender diverse and intersex young people, their friends, whānau and wider communities.

We are a close-knit team who enjoy working together and supporting each other, in a fun (and often fast-paced!) working environment. We are passionate about empowering and uplifting queer, intersex and gender diverse young people, as well as working to dismantle the barriers they face in our society.

<b>1. ROLE DETAILS:</b>	
Position title:	Kaihautū o te Haerenga Hōu
Reports to:	Executive Director
Hours and remuneration:	\$21.55 per Hour, 270 hours to be completed over 12 months, \$1,500 for other expenses (travel, workshops, hui)
Start date:	Negotiable
Location:	Tāmaki Makaurau

<b>2. ROLE OVERVIEW:</b>
<p>One of RainbowYOUTH's strategic focus areas is "Serving our Māori and Pasifika whānau: Providing relevant services for queer, gender diverse and intersex rangatahi Māori and Pasifika young people"</p> <p>In 2018 a scoping report was produced, Te Haerenga Hōu. This assessed where RainbowYOUTH was at with its bicultural practice as an organisation, incorporating research and input from Māori and takatāpui elders about a possible way forwards, in order to become a bicultural (and ultimately multicultural) organisation. Following this report, a working group of RainbowYOUTH leadership and takatāpui staff and Board members has been formed, and an action plan with short, medium and long term goals (and associated actions) has been developed.</p>

# RainbowYOUTH

know who you are, be who you are.  
whāia tō ake ngākaunui, i te pono i te mārāma

Te Kaihautū o te Haerenga Hōu will work with RainbowYOUTH for a fixed period of time, to help deliver and/or set up for success the medium and long term goals from the action plan. The Kaihautū will be supported and assisted by the staff and Board, particularly the working group. We are seeking the expertise and guidance of the Kaihautū, but they will have the full organisation to tautoko them in this mahi. All of the project documentation will be provided, and there will be an opportunity to rework the action plan with the working group as they see necessary.

RainbowYOUTH is committed to the development and growth of our team members. As part of this role you will be offered professional development opportunities and supported to pursue projects that you are personally passionate about.

### 3. ROLE RESPONSIBILITIES:

Description	Key outcomes	Time allocation
<b>Deliver or set up for success the medium and long term goals from Te Haerenga Hōu action plan</b>	<ul style="list-style-type: none"><li>The action plan is amended as recommended by the Kaihautū o te Haerenga Hōu</li><li>The action plan is delivered, or set up to be delivered</li></ul>	70%
<b>Facilitate relationship building between RainbowYOUTH and kaupapa Māori organisations (including iwi-owned social services)</b>	<ul style="list-style-type: none"><li>RainbowYOUTH staff members have established relationships with kaupapa Māori organisations</li></ul>	15%
<b>Work alongside the working group to create a plan for ongoing accountability of RainbowYOUTH staff and Board</b>	<ul style="list-style-type: none"><li>There are measures in place to track and review progress</li><li>There are a set of next steps to continue implementation of medium and long term goals</li></ul>	15%

### 4. SKILLS AND EXPERIENCE

These are some of the skills and experience that we're looking for, but we are willing to be flexible and ultimately we just want someone who is as passionate about this kaupapa as we are! So please apply even if you aren't sure whether you have the following skills and experience.

- Understanding of Te Tiriti o Waitangi, tikanga, and Te Ao Māori
- Some experience supporting community organisations engaging with Te Tiriti o Waitangi
- Some experience supporting organisations to become bicultural and embrace Te Ao and tikanga Māori

# RainbowYOUTH

know who you are, *be who you are.*  
whāia tō ake ngākaunui, *i te pono i te marama*

- Knowledge of takatāpui identities and communities
- Strong time management
- Initiative

RainbowYOUTH is an inclusive employer and we value diversity. Applications will be considered regardless of ethnicity, religion, gender, sexuality, physical or mental ability. Work hours and locations can also be flexible.