

# RainbowYOUTH

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## SUPPORT WORKER - GENDER DIVERSE YOUTH & WHĀNAU

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 and gender diverse young people, as well as working to dismantle the barriers they face in our society.

1. ROLE DETAILS:	
Position title:	Support Worker - Gender diverse* youth and whānau
Reports to:	Support Manager
Hours and remuneration:	Permanent, 40 hours per week, \$50,000 annual salary
Start date:	ASAP
Location:	Tāmaki Makaurau (Auckland)

\* Throughout this document we use the term 'gender diverse'. When we use this term, we include transgender, gender non conforming, non-binary, genderqueer, tāhine, Fa'afatama, whakawāhine, tangata ira tāne, Fa'afafine, Fakaleiti or Leiti, Fakafifine, Akava'ine and Vakasalewalewa.

2. ROLE OVERVIEW:
<p>This is a newly created role, providing peer support to gender diverse youth and whānau. Supporting whānau will include whānau with children under 12, who are gender diverse or questioning their gender.</p> <p>The Support Worker will provide peer support to gender diverse youth and whānau across the wider Auckland region, including the three DHB districts; Auckland, Waitematā and Counties Manukau. Full</p>

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training, including detailed peer support training, will be provided. The Support Worker will build strong relationships with service providers across the region, and be the go-to person for any young people or whānau seeking support or information around gender. They will maintain strong relationships with gender affirming healthcare providers across the region, to ensure smooth referrals to these services where desired and be able to provide accurate and up to date information about what is available. This is an exciting and unprecedented opportunity to contribute to the positive health and wellbeing of gender diverse youth and whānau across the Auckland region.

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
<p><b>Providing 1:1 and small group peer support to gender diverse youth and whānau across the Auckland region</b></p> <ul style="list-style-type: none"> <li>Facilitating 1:1 and small group meetings with youth and whānau to help them navigate the journey of the child or young person, and work towards positive outcomes for them</li> <li>Maintaining strong relationships with other service providers, and referring people on to those services where needed</li> <li>Maintain up to date knowledge of gender affirming healthcare pathways and provide this to people where sought</li> </ul>	<ul style="list-style-type: none"> <li>The health and wellbeing of those accessing our services is improved</li> <li>Service users easily access the other healthcare services they need</li> <li>The Support Worker has strong working relationships across the region</li> </ul>	20 hours per week (50%)
<p><b>Coordinating peer support groups for gender diverse youth and whānau across the Auckland region</b></p> <ul style="list-style-type: none"> <li>Recruit volunteers to facilitate gender diverse peer support groups</li> <li>Work with the Volunteer Coordinator to ensure volunteers are trained and supported</li> <li>Provide ongoing support to groups, helping to deliver the vision of the facilitator and group</li> </ul>	<ul style="list-style-type: none"> <li>Peer support groups are run in a safe and sustainable way</li> <li>Volunteers learn and grow in their roles</li> <li>Peer support group members build connection and community</li> </ul>	10 hours per week (25%)
<p><b>Creating and facilitating online support forums for gender diverse youth and whānau across the</b></p>	<ul style="list-style-type: none"> <li>Members of the forums build community and</li> </ul>	4 hours per week (10%)

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<p><b>Auckland region</b></p> <ul style="list-style-type: none"> <li>• Work with the wider RainbowYOUTH Support Team and the Support Worker - Adult to develop online support forums</li> <li>• Spark dialogue and connection in the online forums</li> <li>• Moderate the forums to ensure they are safe and appropriate</li> </ul>	<p>connection through participation</p> <ul style="list-style-type: none"> <li>• The forums operate in a safe and sustainable manner</li> </ul>	
<p><b>Make information available through print and online resources</b></p> <ul style="list-style-type: none"> <li>• Distribute existing RainbowYOUTH print resources to relevant agencies</li> <li>• Ensure that the information regarding gender and gender affirming healthcare provided on RainbowYOUTH websites is accurate</li> <li>• Identify information gaps and work with the Support Manager to develop print and online resources that fill the gaps</li> </ul>	<ul style="list-style-type: none"> <li>• Service users and other service providers can easily access the information they need</li> <li>• RainbowYOUTH is a place people can go to to access accurate and up to date information</li> </ul>	<p>4 hours per week (10%)</p>

## 4. SKILLS AND EXPERIENCE REQUIRED

We welcome applications from people of all skills and experience levels, this could be a great opportunity for someone who is just entering the workforce, as full training will be provided.

- Lived experience as a transgender, gender diverse or gender non-confirming person
- Awareness and understanding of the experiences of gender diverse folks and their whānau
- Strong time management and self-organisation
- Relationship building skills
- Experience and/or training working with young people or in support work is a bonus, however full training will be provided including peer support training

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.