

RainbowYOUTH

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

SUPPORT WORKER - GENDER DIVERSE

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*
Reports to:	Support Manager
Hours and remuneration:	Permanent, 20 hours per week, \$50,000 annual salary (pro-rata)
Start date:	October 2019
Location:	Northland
Other benefits:	Flexible working; new laptop, cellphone and vehicle will be provided

* 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:
This is a newly created role, providing peer support to gender diverse people and their whānau across the full age spectrum. Supporting whānau will include whānau with children under 12, who are gender diverse or questioning their gender.

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The Support Worker will provide peer support to gender diverse people across the Northland region. Full 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 anyone seeking support or information around gender. They will build 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 communities across Northland.

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>Providing 1:1 and small group peer support to gender diverse people across Northland</p> <ul style="list-style-type: none"> Facilitating 1:1 and small group meetings with people and their whānau to help them navigate their journey, and work towards positive outcomes for them Maintaining strong relationships with other service providers, and referring people on to those services where needed Work with service providers to determine the gender affirming healthcare pathway in Northland Maintain up to date knowledge of gender affirming healthcare pathways and provide this to people where sought 	<ul style="list-style-type: none"> The health and wellbeing of those accessing our services is improved Service users easily access the other healthcare services they need The Support Worker has strong working relationships across the region 	<p>10 hours per week (50%)</p>
<p>Coordinating gender diverse peer support groups across Northland</p> <ul style="list-style-type: none"> Recruit volunteers to facilitate gender diverse peer support groups Work with the Volunteer Coordinator to ensure volunteers are trained and supported Provide ongoing support to groups, helping to deliver the vision of the facilitator and group 	<ul style="list-style-type: none"> Peer support groups are run in a safe and sustainable way Volunteers learn and grow in their roles Peer support group members build connection and 	<p>5 hours per week (25%)</p>

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	community	
<p>Creating and facilitating gender diverse online support forums across Northland</p> <ul style="list-style-type: none"> • Work with the wider RainbowYOUTH Support Team and the Auckland Support Workers to develop online support forums • Spark dialogue and connection in the online forums • Moderate the forums to ensure they are safe and appropriate 	<ul style="list-style-type: none"> • Members of the forums build community and connection through participation • The forums operate in a safe and sustainable manner 	2.5 hours per week (10%)
<p>Make information available through print and online resources</p> <ul style="list-style-type: none"> • Work with Northland DHB and local clinicians to clarify gender affirming healthcare pathways • Distribute existing RainbowYOUTH print resources to relevant agencies • Ensure that the information regarding gender and gender affirming healthcare provided on RainbowYOUTH websites is accurate • Identify information gaps and work with the Support Manager to develop print and online resources that fill the gaps 	<ul style="list-style-type: none"> • The healthcare pathway for gender affirming care is clearly communicated • Service users and other service providers can easily access the information they need • RainbowYOUTH is a place people can go to access accurate and up to date information 	2.5 hours per week (10%)

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
- Passion for helping Northland communities thrive
- Experience and/or training working with Rainbow communities and/or in support work is a bonus, however full training will be provided including peer support training
- Full drivers license would be preferred but not necessary

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.