

SUPPORT WORKER (HOMELESS YOUTH AND WHĀNAU)

RainbowYOUTH fosters a safe, inclusive, whānau environment for queer and gender diverse 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 (Homeless Youth)
Reports to:	Support Manager
Hours and remuneration:	40 hours per week, \$48,500 p.a., permanent
Start date:	February 2020
Location:	Tāmaki Makaurau - RainbowYOUTH drop-in centre on Abbey Street

2. ROLE OVERVIEW:
<p>As RainbowYOUTH's Homelessness Support Worker, you will work in partnership with other organisations and communities, to provide support for queer, gender diverse, and intersex young people who are at risk of, or who are experiencing, homelessness*. This support will be twofold, encompassing preventative work with rangatahi who are at risk of homelessness, and ensuring that rangatahi who are homeless are supported into safe housing.</p> <p>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.</p>

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*Throughout this document, we use the Statistics NZ definition of homelessness, which is:

- Without shelter (no shelter, makeshift, and uninhabitable shelter, such as sleeping rough, living in a shack, or living in a car)
- In temporary accommodation (a non-private dwelling, such as a hostel, refuge, boarding house)
- Sharing accommodation (couchsurfing, living in overcrowded housing)
- In uninhabitable housing (in a dilapidated dwelling)

Within our understanding of homelessness, we also consider being trapped in a household that is psychologically or physically damaging (due to factors such as a lack of independent income) as homelessness.

3. ROLE RESPONSIBILITIES:		
Description	Key outcomes	Time allocation
<p>Support queer, gender diverse, and intersex young people who are experiencing homelessness into safe housing</p> <ul style="list-style-type: none"> • Work alongside housing agencies that RainbowYOUTH has relationships with to safely house rangatahi that are sleeping without shelter, are in a temporary accommodation, couchsurfing, or trapped in a psychologically or physically harmful household. 	<ul style="list-style-type: none"> • Homeless youth come to RainbowYOUTH for help getting into safe accommodation • Rangatahi have access to housing services that are safe and inclusive, and they feel supported and empowered on this journey 	20 hours per week (50%)
<p>Prevent homelessness by supporting queer, intersex, and gender diverse young people to have healthy family relationships</p> <ul style="list-style-type: none"> • Work alongside other RainbowYOUTH support workers to provide preventative support for families accessing the centre, where a young person 'coming out' has caused family disruption • Support whānau with connection to services in the Auckland region as needed 	<ul style="list-style-type: none"> • Whānau are supported to provide a safe environment for rangatahi who are queer or gender diverse 	10 hours per week (25%)
<p>Connect with youth housing services</p> <ul style="list-style-type: none"> • Maintain existing relationships with housing organisations or services in Auckland that work with young people • Develop referral pathways for young people, 	<ul style="list-style-type: none"> • A strong and coordinated network of referral pathways for intersex, queer and gender diverse young 	5 hours per week (12.5%)

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building relationships with relevant personnel, where a need is identified	people in Auckland who are experiencing homelessness <ul style="list-style-type: none">Relationships with housing providers continue to grow	
Build a strong database for advocacy <ul style="list-style-type: none">Alongside other RainbowYOUTH support workers, collect robust data on rangatahi and whānau that use our services	<ul style="list-style-type: none">Consistent and thorough case notes and wellbeing assessments are collected and maintained	5 hours per week (12.5%)

4. SKILLS AND EXPERIENCE REQUIRED

- Strong written and verbal communication
- Qualifications and/or previous experience in youth work or support work is preferred
- Confidence and proficiency working with queer, intersex and gender diverse young people
- Commitment to the principles of Te Tiriti o Waitangi and Tikanga Māori
- Knowledge of homelessness, the root causes and best practice for supporting homeless / at-risk of being homeless people
- Able to self-manage and show initiative in your work
- Able to communicate and collaborate effectively as a team member
- Full driver's license is essential

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.