



Youth Connector - S.E.E.D Programme

40 hours a week - fixed term (12 months)

The purpose of this role is all about empowering young people to find their spark and thrive! Through the fun and transformative 16-week SEED Programme, you'll help them build confidence, discover their strengths, and open doors to exciting work or education opportunities. By working with schools, businesses, and the wider community, you'll create pathways that support their well-being and future success.

S.E.E.D Programme

- **Start** - something for yourself and for your community
- **Enable** - young people to try new things
- **Empower** - young people to self-determine
- **Do** - practical, real-life skills, do something for the community.

Reports to Youth Team Leader

Our values - tikanga

Respect - *give it to get it.*

- We show civility through listening, being thoughtful and acknowledging others points of view.
- We embrace diversity, recognise differences and are inclusive in our treatment of others.
- We demonstrate our appreciation through praise and recognition.

Integrity - *do what's right.*

- We are honest, transparent and authentic.
- We are ethical, sincere and trustworthy.
- We seek the best solution rather than the easiest.

Commitment - *be in; boots 'n all.*

- We are passionate about the work we do and motivated to do a good job.
- We are solution focused and accountable for our actions.
- We take pride in working for the Hurunui District Council.

Our vision – pae tawhiti

To be a workplace that embraces diversity of thought.

Our expectations

Working for the Hurunui District Council means working as a team to deliver the best outcomes for our district.

We are developing our organisational culture to put our customers at the heart of everything we do through our organisational values, working together, and focussing on outcomes rather than tasks.

That means we will:

- Commit to working proactively with our customers to understand their needs.
- Operate collaboratively as a total council team.
- Deliver our services in a way that is best for the district (as opposed to best for us).

We want you to think about what we are trying to achieve, and then work as a team to provide great services to the residents of our district. Even though you will have a primary position at Hurunui District Council, working with us is much more than simply completing your work. It is about how you go about doing your work, how you make a difference to the organisation, the ways you work with others, and how you deliver the best services to the district.

Each of us has a key role to play in making our district a great place to live. We do that by giving superb service to our customers; we do it by working together; we do it by building a culture where we can all contribute our ideas; and we do it by focusing on our outcomes. We want you to

Our mission – aronga

To have the right people in the right place at the right time to provide infrastructure and services that are efficient, effective and appropriate to our Hurunui community.

work across teams to bring your solutions to the table and to work with those teams to implement them.

What you will do

- Build relationships with rangatahi/young people.
- Identifying NEET (Not in Employment, Education, or Training) individuals who are not yet ready for work, in partnership with our Mayors Taskforce for Jobs Programme and partners.
- Deliver a two day a week practical personal development programme over ten weeks based in varied locations in our community.
- Provide work ready and life skill workshops through our wider youth programme, and in schools.
- Support wider youth programme holiday activities to build relationships with youth.
- Offer one-on-one and small group mentoring.
- Connecting young people with available resources, such as educational programmes, social services, or counselling services, to improve their overall well-being.
- Uphold the Privacy Act for information confidentiality.
- Recognise our obligations to Te Tiriti O Waitangi and how we best support all our young people.
- Advocating for the unique needs of young people within the community and promoting their inclusion and well-being.
- Work independently and outwardly to identify and plan projects to engage young people and community.
- Spend significant time transporting young people in van/vehicle.

What we all do

- Embrace diversity and display cultural awareness in all aspects of work and development.
- Demonstrate a commitment to our values and wanting to be here.
- Welcome training and professional development opportunities for continuing improvement.
- Undertake Civil Defence Emergency Management responsibilities and activities when required.

Customer service

- Demonstrate a “customer centric” culture within the team, department and in the wider organisation.
- Act as a *customer advocate* in the team, department and in the wider organisation.
- See customer feedback as an opportunity to improve service.
- Develop partnerships within the organisation to meet customer needs.
- Provide assistance, guidance and advice to Council and committee members as applicable.
- Demonstrate empathy and non-judgemental approach.

Health and safety

- Ensure you accurately and promptly report all accidents, incidents and risks immediately or as soon as possible.
- Keep yourself and others safe.
- Adhere to all Council Health and safety policies, procedures and guidelines.

What you will bring

- 3-5 years' experience of working with young people.
- Training in youth work, counselling or teaching or evidence of active professional development that support young people.
- Practical work based skills preferred e.g. construction, agriculture, horticulture, hospitality.
- Full Drivers license and comfortable driving minibus and towing a trailer.
- Empathy and patience when addressing the challenges of NEET individuals.
- Practical ways to engage young people and work to their strengths.
- Identifying and resolving issues to assist young people overcoming obstacles.
- Effective time management and organisation to manage multiple responsibilities.
- A commitment to advocating for the rights and well-being of young people within the community and relevant organisations.

Delegations \$

Employee signature _____ Date _____