

Researcher

Position description

E ngā iwi, e ngā waka, tēnā koutou katoa

Te Pou o te Whakaaro Nui (Te Pou) is the national centre of workforce development for the New Zealand mental health, addiction and disability sectors.

We support organisations to implement policy and plan and develop their workforce with practical resources, consultation and education. We use a sound evidence base that builds better services to improve people's lives.

Te Pou is part of the Wise Group, a family of peak performing charitable entities working in areas from frontline service to software development.

Our work is internationally recognised and focused on supporting and growing workforce capability and capacity. With NZQA certification via Blueprint for Learning, we're also focused on providing quality evidence-based education and training to the wider community.

Purpose

To be the lead researcher for a new and innovative research project funded by HRC and MSD, exploring effective collaboration between welfare, employment and health agencies. You will work with guidance from the Principal Investigator and senior researchers, as part of a partnership research team between Te Pou and Synergia.

Evidence demonstrates people who experience mental health or addiction problems are much less likely to be in employment than people who do not. Māori and Pasifika peoples who experience mental health or addiction problems are further disadvantaged when trying to find or keep employment.



Effective collaboration can address these inequities, which are created by system issues, stigma and discrimination, rather than being a reflection of peoples' employment aspirations.

This research will use a case study design to identify models of successful collaboration between Work and Income case management services and contracted employment support providers. It will identify approaches to collaboration that successfully support people with addiction or mental health problems, particularly Māori and Pasifika peoples, to return to, and stay in, employment. The research will identify the approaches used by successful models of collaborative case management in order to help organisations transfer these approaches to other contexts and populations.

Focus

Your role will focus on the following areas.

- Coordinate the research process, including convening research team meetings and all cross-sector project advisory group meetings.
- Regularly communicate with advisory group members, prepare meetings papers and write up meeting discussions.
- Act as a key liaison between selected case study sites, by managing all communication and site visits.
- Review and synthesise existing grey and published literature
- Support the research team to identify and select four case study sites in New Zealand
- Support the development of surveys, and materials necessary to conduct interviews and focus groups, in line with project outcomes and contract deliverables
- Visit the case study sites, collect qualitative and quantitative data from clients and other stakeholders
- Locate relevant information and resources, gathering comprehensive information to support research team and advisory group decision-making
- Analyse and write up the findings from the review of literature on effective models of collaborative case management
- Prepare and analyse other quantitative and qualitative data collected.
- Produce accessible reports, fact sheets and resources for internal and external groups as required
- Based on the findings from the research, develop a workbook for Work and Income case managers on effective collaborative case management practices
- Present research and position papers at team, project and organisational meetings
- Work and communicate effectively with consumers and families, researchers, clinicians, support staff, service leadership, Work and Income personnel, and wider sector stakeholders.

Te Pou o te Whakaaro Nui

- All communication, both written and verbal is clear, accurate, concise and respectful in manner
- Research and evaluation are accurate, rigorous and meets agreed timeframes and outcomes
- Maintain accurate files and records, both digital and paper
- Individual professional and personal development support the values, attitudes and Essential level of the Seven Real Skills of *Let's get real*
- Utilises Te Pou's *Ngā Pou Tāhuhu* framework to plan and deliver project work.

Attributes

Inspirational: inspiring others to be their best

Brave: the courage to meet challenges in pursuit of a better world

Adaptive: ability to change to suit different conditions

Connectors: connecting people and ideas for creative outcomes

Futured: Foresightful, forward looking and prescient

Ethical: Ethics before ego

Aroha: Love, caring, compassion and empathy for others

Whānau: Nurturing a family-like culture



Requirements

Essential

- Proven research experience and skill
- Demonstratable excellent communication skills, both verbal and written, with diverse groups of people.
- Show a strong value base that supports inclusive ways of working with people from diverse cultural groups
- Demonstrable knowledge of Te Ao Māori
- Has the ability to connect with Māori people and through utilising their networks, can help the research team find new organisations
- Able to make connections quickly and easily with Māori organisations and support the research team, as we build on initial relationships
- Be strong in their Māori cultural knowledge to help the research team identify from the data

which features of successful service delivery are 'Māori' vs 'people-centred'

- Help the research team overlay a Māori cultural lens on the ways in which they collect and analyse data.
- Current full, clean New Zealand driver's license and flexibility to travel nationally with ease
- Experience working with Māori and Pasifika communities
- Excellent IT skills, and experience using Microsoft Office software suite, Endnote, SPSS and other software packages.
- Demonstrate data collection skills with excellent understanding of different research methodologies and their application.
- Quantitative and qualitative data analysis skills.
- High attention to detail.
- Critical thinker
- Ability to balance stakeholders – understands internal and external stakeholder requirements, expectations, and needs.
- Adherence to sound ethical processes
- Practice reflects the Essential level of *Let's get real* across the seven Real Skills.
- A passion for working with the sector to improve mental health, addiction and disability services.
- Minimum of Honours year completed or Master's degree within a relevant field.
- An understanding of mental health, addiction and disability services.

Preferred

- Relevant Post-Graduate Tertiary Qualification, e.g. Masters
- Excellent literature searching skills, and able to effectively search journal databases.
- Experience in research and/or evaluation related to community or social sectors
- Interest in growing evaluation capacity
- Familiarity with kaupapa Māori research methods and interpretation

Tēnā rā koutou katoa