

## POSITION DESCRIPTION

<b>TITLE OF POSITION</b> Social Work Educator /Kaiako: One-Year Fixed Term (Part-time 2 days per week -negotiable)	<b>SERVICE AREA</b> School of Social Practice (SoSP)
<b>REPORTS TO</b> Heads of School, School of Social Practice	<b>LAST REVIEWED</b> 26 September 2025

### PURPOSE OF ROLE

Educators are required to carry out all responsibilities in a way which is congruent with the Institute's Christian ethos, values, vision and mission.

### KEY RELATIONSHIPS

Internal: Kaiaorangi-Principal

Heads of School

Professional Leads: Counselling (Academic) and (Students)

Professional Leads: Social Work (Academic) and (Students)

School Programme Administrator

Team Lead: Academic Support

Teaching and Administration Staff

Students

External: Professional Bodies & Industry Representatives

Strategic Partners & Other Community Stakeholders

### KEY ACCOUNTABILITIES

RESPONSIBILITY	EXPECTED OUTCOMES
<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Teach students with pedagogy that is biblically-based, and research-informed and encourages transformational learning.</li> <li>• Teach students in a way which models BTI's key values and dispositions (e.g. gracious, secure and teachable).</li> <li>• Develop positive and appropriate learning-focused interaction with all students.</li> <li>• Demonstrate by means of student results and feedback that transformational learning is occurring.</li> <li>• Demonstrate increasing capabilities in online teaching.</li> <li>• Demonstrate evidence of appropriate professional standards and competences related to your field of practice.</li> </ul>

<b>Academic Quality Systems</b>	<ul style="list-style-type: none"> <li>• Participate fully in all quality management processes to ensure ongoing improvement of teaching and learning.</li> <li>• Develop and maintain a solution-oriented strengths-based approach to challenges.</li> <li>• Use professional and community networks to actively promote programmes and the Institute.</li> <li>• Meet deadlines (e.g., marking, reporting).</li> <li>• Undertake responsibilities with commitment and rigour, resulting in a positive outcome.</li> <li>• Establish and maintain effective working relationships; respect and encourage colleagues personally and professionally.</li> <li>• Engage in professional learning and development reviews that reflect positive working relationships and a generous spirit of collaboration.</li> <li>• Develop and maintain a high level of expertise in primary areas of responsibility.</li> </ul>
<b>Scholarship</b>	<ul style="list-style-type: none"> <li>• Show enthusiasm and commitment for learning, growth and development in ways that support the teaching, mission, values, vision and ethos of the Institute.</li> <li>• Be actively involved in on-going personal and professional development.</li> <li>• Maintain currency through scholarship and professional contributions/links within the professional community.</li> </ul>
<b>Behavioural Indicators</b>	<p><b>BTI's core ethical values</b></p> <p>In terms of our life and work we value:</p> <ul style="list-style-type: none"> <li>• a Biblical Christian Worldview as formational</li> <li>• personal and professional enquiry and integration</li> <li>• a strengths-based learning and missional community</li> <li>• Tiriti-informed relationships and practice</li> </ul> <p>The person appointed to this role will understand and be committed to the values in the following ways:</p> <p><b>Student Focus</b></p> <ul style="list-style-type: none"> <li>• listens to and understands the needs of students and meets those needs through a professional, courteous and empathetic approach</li> <li>• is an active and visible role model for students at all levels, is regularly available and accessible to students and motivates them to succeed in their studies</li> <li>• commits to teaching and supervision of students in ways which ensure and enhance student experience and endeavour</li> </ul> <p><b>Integrity</b></p> <ul style="list-style-type: none"> <li>• acts ethically and consistently</li> </ul>

	<p><b>Academic Integrity</b></p> <ul style="list-style-type: none"> <li>• commits to the discipline and to collegial decision-making</li> <li>• maintains high professional and ethical standards</li> <li>• has enthusiasm for teaching and research</li> <li>• promotes an inclusive culture for learning</li> </ul> <p><b>Innovation</b></p> <ul style="list-style-type: none"> <li>• encourages discussion, free debate and generation of creative ideas and solutions in teaching and research</li> </ul> <p><b>Equity and Diversity</b></p> <ul style="list-style-type: none"> <li>• considers equity and diversity perspectives (e.g. Māori, Pasifika, international, gender, disability) and supports the success of colleagues and students in these groups</li> <li>• values the diversity of the student population and ensures equity in teaching, supervision and collaborative practices</li> <li>• seeks to attract and support students from diverse backgrounds, including Māori, Pasifika and international students</li> </ul> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>• communicates clearly and in a variety of ways to suit the situation and needs of the recipients</li> </ul> <p><b>Collegiality</b></p> <ul style="list-style-type: none"> <li>• deals with colleagues and others in a respectful and fair way</li> </ul> <p><b>External Relationships</b></p> <ul style="list-style-type: none"> <li>• builds and maintains productive and beneficial external relationships and networks</li> </ul>
<b>Health and Safety</b>	Safe and healthy work practices are followed that comply with BTI policies and procedures, relevant work standards and statutory obligations.
<b>Staff Conduct Policy</b>	The person appointed to this role will be expected to behave in accordance with the 'Standards of Conduct' and the overarching 'Values' both of which are outlined in BTI's Staff Conduct Policy.

Any other duties as required that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

## PERSON SPECIFICATION

- A strong alignment with the Institute's Christian orientation and ethos.
- Commitment to developing a vibrant Christ-following faith-informed relational learning community.
- Proven record of (or interest in) maintaining transformative relationships with students.
- Proven demonstration of a servant-hearted approach to working collaboratively with colleagues and across the professional sector.

## **EDUCATIONAL QUALIFICATIONS**

### **Essential**

- A Bachelor's qualification in social work
- A social worker registered with SWRB

### **Preferred**

- A Master's qualification in social work
- An adult teaching qualification

## **TRAINING, SKILLS AND KNOWLEDGE**

### **Essential**

- Demonstrated (or a commitment to developing) quality tertiary teaching within social work
- Proven competence in (or a commitment to learning) multiple modes and mediums of teaching including electronic and online technologies in teaching
- Experience as a professional Social Worker

### **Preferred**

- Experience in Tiriti-informed practice in Aotearoa/New Zealand context
- Competence in (or an interest in developing, undertaking and/or utilising) research, providing professional presentations and generating publications.

## **PERSONAL QUALITIES**

### **Essential**

- Commitment to a culture of openness, flexibility and co-operation to achieve excellence in academic programmes, research and service
- Commitment to the Christian faith, including but not limited to an active involvement in a local church and a lived priority of prayer and Scripture
- Commitment to mentoring, active listening, and clear communication
- Commitment to equal opportunity and partnership as intended by Te Tiriti o Waitangi.

## **VARIANCE**

The accountabilities and responsibilities outlined in this document may be varied from time to time according to the external environment and needs of the Institute.