



Sexual Harm Specialist Social Worker Job Description

Location: 3rd Floor, Departmental Building, 35 Chapel St, Masterton
PO Box 551, Masterton 5840

Telephone: 06 377 1619, Free phone 0800 614 614

Email: coordinator@wairarapa-rapecrisis.org.nz

Job Title: Sexual Harm Specialist Social Worker

Location: Masterton, Wairarapa

Terms: 30 – 40 hours per week by negotiation

Reports to: Coordinator, Michelle Ihaka

Salary/Rate: \$68, 037.77 - \$102.000.00 per year

About Us

Wairarapa Rape & Sexual Abuse Collective Inc. is a non-profit, community organisation run by a Collective of dedicated paid staff and volunteers. We are specialists in sexual harm and take a trauma-informed ensuring that survivors and their family feel safe, supported, and empowered to make decisions about their healing journey. We are trained to understand the complexities of trauma and offer compassionate, sensitive support. Our commitment is to create a safe and supportive community where every survivor is believed, respected, and given the resources they need to rebuild their lives.

Specialist Sexual Harm Social Worker Role:

- Gathering Information and analysis at intake and assessment
- Provide support and empathy to survivors and their families/whanau
- Planning, implementation and review of appropriate interventions, in consultation with the coordinator where appropriate

- Conduct regular reviews of risk & needs assessment/management & safety planning
- Be prepared to support through police process, Wahi Marie (MEDSAC) doctor examination, Court trials.
- Using existing professional social work practice tools
- Providing appropriate information to survivors, professionals, colleagues and others in order to maximise good decision-making processes
- Maintain accurate and confidential case intervention records in accordance with Collective's policy and procedures using digital and non-digital systems
- Preparing reports as required, based on extensive and accurate information
- Collective: Understand a Collectivism approach to governance
- Attend bi-monthly & special meetings and the AGM
- Actively participate in governance decision making process
- Raise matters in collaboration with Coordinator
- Preparation of reports to be tabled at meetings
- Participate and consult in the review of policies and procedures
- Consult the Coordinator when necessary for advice and support on any matters requiring a specific appropriate problem-solving outcome
- Flexibility to participate in Public Events/Expos, Rape Awareness Week
- We provide a 24/7 rostered Crisis On-Call roster, which you be included in your role at a later stage. Experience in Crisis Work is necessary, and training is provided internally

Key Relationships:

Internal - Coordinator, Staff and the Collective

External - External Professional Supervisor

- Wairarapa community groups, networks and social service agencies

What you will need:

- A minimum of four years' post registration experience in social work practice, focus on case management
- A relevant and recognised tertiary Social Work Qualification
- A current Annual Practising Certificate from the NZ Social Worker Registration Board (SWRB)
- Aotearoa New Zealand Association of Social Workers (ANZASW) membership or the ability to gain this
- Must be eligible to work in New Zealand, must have NZ residency/citizenship or a current work visa
- A pre-employment police vetting, and safety check are conditions of employment for this role
- Understanding of the dynamics of rape and sexual abuse and the impact on individuals, families, whanau and child development
- In-depth understanding of key legislation, including Domestic Violence Act, Victim Rights Act, Oranga Tamariki Act and Care of Children Act

- Theoretical, practical and procedural knowledge of Police procedure, court processes and outcomes for survivors.
- Demonstrate knowledge of the Te Tiriti O Waitangi, te reo Maori and tikanga Maori
- Comply with information protection, Privacy and sharing protocols
- Ensure all policies and procedures are complied with
- Meet deadlines and timeframes set by contractual obligations/Coordinator
- A commitment to on-going development, particularly in the rape and sexual abuse sector
- Maintain and enhance specialist knowledge skills and attend training to support this
- Uphold standards of best practice in relation to the role, including adhering to individual professional body, legal and ethical obligations.

What We Provide:

- Ongoing Training & Professional Development
- A supportive work environment and professional team.
- An opportunity to be part of a values-led organisation and make a tangible difference in the lives of survivors and their families.
- Regular access to clinical supervision and support.
- Renewal of Annual Practising Certificate & ANZASW Membership fees

How To Apply:

Email your CV (include two referees) and a cover letter to Marlene Gaskin, operations@wairarapa-rapecrisis.org.nz by Monday 23rd February 2026.

**Michelle Ihaka (Dip Soc Wk, MANZASW, Registered Social Worker),
Co-ordinator**