

Job Description

Job Title	Rangatahi Engagement Advisor
Organisation	Harbour Sport
Prepared	August 2026
Location	Sports House, Stadium Drive, Albany
Term	Permanent, Full Time 40 Hours Week

Background

Auckland is a complex multi-cultural environment with many challenges, but also unparalleled opportunities to increase and sustain participation in regard to our target groups-children (tamariki) and young people (rangatahi) 5-18 years, particularly within low socio-economic areas; girls and young women aged 10-18 years; Māori, Indian, Samoan and Chinese ethnicities, in play, physical education, active recreation, and sport. This has led to the establishment of the strategic response known as The Auckland Approach to Community Sport, which contributes to the vision of Auckland being the world's most active city.

OUR UNDERPINNING VALUES

Harbour Sport is committed to honouring He Whakaputanga and Te Tiriti o Waitangi in our governance, operations and relationships.

Manākitanga / Respectful care and support

Manaaki i te katoa (Care for all) / Act with kindness and respect in every interaction.

Rangatiratanga / Leadership with integrity

Whakatika i te ara (Walk the right path) / Lead with truth, integrity, and courage, even when it's hard.

Whanaungatanga / Inclusive connection and community

Whakawhanaungatanga (Strengthen connections) / Create spaces where everyone feels seen, heard, and valued.

Whakatauki

Ehara taku toa i te toa takitahi, engari he toa takitini - Success is not the work of an individual, but the work of many.

Job Purpose

The purpose of the Rangatahi Engagement Advisor role is to build meaningful relationships with rangatahi, schools, communities and sector partners to ensure youth voice informs and influence participation opportunities, decision-making and outcomes across play, active recreation and sport. Through engagement, connection, facilitation and capability building, the role supports the collection and application of rangatahi insights to improve experiences, reduce barriers to participation, and enable more inclusive and meaningful opportunities for all young people, particularly girls and young women, disabled rangatahi and those who are less active.

Working alongside secondary schools, community organisations, active recreation providers and internal teams, the role promotes the principles of youth development, supports youth-led approaches, and strengthen the value and visibility of active recreation through evidence-based practice. The role contributes directly to improving participation outcomes by ensuring student voice informs decision-making, programme design and continuous improvement across schools and communities.

Key Areas of Role

- Supporting the Community Sport team:
 - Programme delivery and activation - Rangatahi engagement and youth development leadership
 - School and Community Partnerships including Active Recreation providers
 - Development of inclusive opportunities particularly girls and young women, disabled rangatahi and those who are less active.
 - Monitoring and Evaluation including youth voice, insights and evidence collection
 - Contribute to Harbour Sport initiatives and projects where rangatahi engagement, activation, community connection or youth insight is relevant

Key Accountabilities

- Develop trusted relationships regional and local partnerships, particularly with relevant stakeholders
- Create opportunities for rangatahi to contribute ideas, provide feedback and influence decision-making.
- Support and facilitate youth-led initiatives, events and activations.
- Promote participation pathways that encourage lifelong engagement in active recreation, play, sport and wellbeing opportunities.
- Work alongside schools, providers and community organisations to influence, enable and strengthen quality active recreation opportunities for rangatahi, particularly for girls and young women, disabled rangatahi and those who are less active.
- Identify and address barriers affecting participation and engagement.
- Promote opportunities that are inclusive, accessible and responsive to the needs of diverse rangatahi.
- Connect schools and communities with local active recreation opportunities and providers.
- Be passionate about working collectively to enable change that positively impacts the community.

- Coordinate and support the collection of rangatahi feedback
- Analyse and share insights that support quality improvements across programmes and initiatives.
- Support reporting requirements through the collection of participation data, feedback and impact stories.
- Understand and promote the value of physical activity for the holistic wellbeing of rangatahi.
- Advocate for inclusive opportunities particularly girls and young women, disabled rangatahi and those who are less active.
- Ensure all decisions and behaviours are inclusive and embrace diversity across the wider sport community, through commitment to social justice, equity and equality.
- Support organisations, providers and schools to strengthen their understanding and application of youth development approaches.
- Share learnings, insights and success stories to demonstrate impact and influence future planning.
- Monitor project progress and handle any issues that arise
- Contribute to a collaborative culture that prioritises equitable and quality experiences for tamariki and rangatahi.

Relationships External

Establish and maintain effective relationships with key stakeholders including:

- Sport NZ, Active, Other RST's
- Secondary Schools and Kura
- Local clubs and active recreation providers
- Auckland Council
- Local Boards

Relationships Internal

- Harbour Sport Staff
- Harbour Sport Board

Experience and Knowledge

Essential

- Experience delivering programmes, activities or events in community, education, sport or active recreation settings
- Ability to engage effectively with rangatahi, schools and community
- Strong relationship-building and communication skills
- Experience coordinating projects or initiatives from planning through to delivery
- Practical, hands-on approach with the ability to work in community settings
- Ability to manage multiple tasks and adapt in dynamic environments
- Awareness and ability to work with volunteers and a variety of levels in the sector
- High degree of energy, motivation and dedication
- A high level of verbal and written communication skills, with the ability to engage and communicate effectively to a wide range of stakeholders and audiences
- Confidence in public speaking and presenting

- Team player
- Understanding of (or willingness to learn):
 - Youth Development approaches (Mana Taiohi principles)
 - Community-led development
- Holder of a full New Zealand Driver Licence

Desirable

- Relevant tertiary qualification
- Experience working with schools, clubs or community organisations
- Have knowledge of the systems, structures and operating models that underpin the education, sport, active recreation and play sectors across Aotearoa
- Have the ability to interrogate existing systems and structures, challenge mental models and perceptions, and influence behaviours
- Have exceptional relationship building skills, accompanied by a high level of emotional and social intelligence
- Experience in planning, managing, and prioritising multiple and competing tasks and projects to meet deadlines and produce quality results
- Commitment to continuous improvement
- Understanding of, and empathy with, people of different ages and cultures.
- Highly supportive of organisational values
- A person who values people within and outside the organisation
- Basic digital literacy, including email, Microsoft Office (e.g. Outlook, Word, Excel) and online tools

Other Duties

This job description is a broad picture of the post at the date of preparation. It is not an exhaustive list of all possible duties, and it is recognised that jobs change and evolve over time. Consequently, this is not a contractual document, and the post holder will be required to carry out any other duties to the equivalent level that are necessary to fulfil the purpose of the job.