

## POSITION DESCRIPTION

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Position Title: Specialist Clinician (Across Adolescent/Children's Service)

Reports to: Lead Manager

Role Type: Permanent Part Time

Direct Reports: Nil

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### Our Organisation

#### Our purpose

A community free from sexual harm: He hapori waatea taitookai

#### Our values

At Stop we understand the importance of working together to achieve our vision to have a community free from sexual harm. We are embracing te ao Māori values as a vehicle to drive our work and would welcome experience in expressions of manaakitanga, rangatiratanga, kotahitanga and whanaungatanga.

#### Te Tiriti o Waitangi

Stop acknowledges Te Tiriti o Waitangi as being the founding document of Aotearoa New Zealand, which sets out the relationship, obligations, and aspirations, between the Crown, hapū, iwi, and Māori citizens.

Stop is committed to ensuring that our organisation and our practice is informed by - and expressed through - the principles of Te Tiriti. Stop strives to fulfil the principles of partnership, participation, and protection, in all areas of our mahi.

### Position Summary

Based in Invercargill, this role will provide clinical assessment and intervention services for tamariki, rangatahi and their families. Clinicians' complete clinical assessment and intervention as part of an interdisciplinary team providing specialist treatment.

### Expectations and Deliverables

This role provides clinical assessment and intervention services. It encompasses the following key result areas and principal accountability areas.

#### Key Result Areas

##### Provision of clinical services

- Clinical services, including assessment and treatments, are offered within the guidelines of the Stop Programme and meet best practice standards.
- Professional standards of Practice are maintained throughout all aspects of client delivery.

##### Manage and maintain community stakeholder relationships

- Grow and nurture key relationships through the provision of high standards of service and professionalism.

## Principle Accountabilities

### Clinical Services

- Provision of clinical assessments that meets best practice standards and are completed within specified time frames.
- Psychometric assessment tools are administered as appropriate to level of training.
- Assessment reports are of a high professional standard and the results of the assessment are effectively communicated to client, parents/caregivers and referring professionals in appropriate language.
- Individual therapy, and family work are provided to best practice standard.
- Case reviews and systems reviews are organised on time and feedback is focused and relevant.
- Family therapy is facilitated within a co-facilitation context.
- Effectively engages support and accountability networks in treatment to achieve best outcomes.
- Keeps written records in accordance with guidelines laid down by the service.
- Ensure timely input into the client management system is maintained
- Ensure clinical services are undertaken in accordance with the Principles of the Te Tiriti o Waitangi.

### Community Support, Collaboration, and Partnership

- Maintains professional relationships with community stakeholders, other regional and national agencies, referral, and community organisations that enhances positive outcomes for clients and enhances the profile of the Programmes.
- Promote the aims and outcomes of Stop and ensures the perception and profile of the services are evident amongst the professional community.
- Effective relationships are built with schools, communities, and other services and agencies to ensure positive outcomes for clients.
- Delivery of training to community professionals, referral agencies and at professional forums and conferences as required.
- Respond to enquiries as needed and engage in consults as required.
- Actively supports the implementation of operational annual plans, objectives, and projects.

### Cultural

- Ensure clinical services are undertaken in accordance with the principles of Te Tiriti o Waitangi.
- Actively promotes the provision of clinical services, which reflect the cultural diversity of the client group and service area, considering the needs of Mana Whenua.
- Seeks feedback from colleagues and clients to ensure a culturally safe standard of practice.

### Professional Standards of Practice

- Professional competencies are maintained through regular peer review, attendance at approved training opportunities, conferences, courses, in service seminars.

- Keeps up to date with literature and diagnostic tools relevant to the clinical assessment and treatment of adolescents and tamariki.

### Supervision

- Is well prepared for supervision and makes good use of clinical and professional supervision.

### Health and Safety

- Actively supports all Health Safety and Wellbeing initiatives.
- Always ensures own and others safety and wellbeing.
- Complies with policies, procedures, and safe systems of work.
- Reports all incidents / accidents in a timely manner.

### Other

- Be a positive and supportive member of the team, demonstrating and promoting Stop values and culture.
- A commitment to the protection and safety of tamariki and rangatahi.
- Flexibility to travel to our regional sites if required to support the service

### Position Requirements

	Essential	Preferred
<b>Skills and Experience</b>	<ul style="list-style-type: none"> <li>• Experience and demonstrated competence in individual therapy, and family work.</li> <li>• Proven effectiveness in liaising and networking with community groups, agencies, and statutory organisations.</li> <li>• Excellent communication and interpersonal skills.</li> <li>• Ability to make difficult decisions under pressure.</li> <li>• Demonstrates effective and sensitive approaches to working with people of different and diverse cultural backgrounds.</li> <li>• Commitment and knowledge of best practice supervisory practices and audit procedures.</li> <li>• Demonstrate a high degree of personal awareness, with an ability to address transference and countertransference issues in relation to clinical work.</li> </ul>	<ul style="list-style-type: none"> <li>• Cultural competence and an understanding of working with people of different and diverse cultural backgrounds.</li> <li>• Have working knowledge of Te Tiriti o Waitangi and the implementation of its principles.</li> <li>• Experience in working with individuals with developmental delay, learning disabilities and intellectual disabilities.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to work closely with children and adolescents' school and social systems.</li> <li>• Experience in working alongside and supporting families in stressful situations.</li> </ul>
<b>Education / Professional</b>	<ul style="list-style-type: none"> <li>• Recognised qualification in Counselling, Social Work, Psychology, Child Psychotherapy or equivalent.</li> <li>• Be an active member or working towards membership of an appropriate professional body.</li> <li>• Proven competency in clinical assessment, clinical reports, and problem formulation.</li> <li>• An understanding of trauma and attachment informed clinical practice.</li> <li>• Demonstrated use of best practice methods of accountability and professional standards.</li> <li>• Understanding and experience in therapeutic work and key frameworks / clinical practices with concerning sexualised behaviour with children and adolescents.</li> <li>• Experience of working with issues related to trauma and attachment.</li> </ul>

### Personal Attributes

- Personable and friendly, relates well to people and builds an effective level of rapport with clients within a short period of time.
- Self-motivated with the ability to adapt to and promote change.
- Ability to be resilient under stress and have strategies for dealing effectively with stress.
- Strong emotional intelligence skills.
- Ability to work closely with others in a cooperative manner to achieve professional and organisation goals.
- Is aware how their own actions reflect on the employing organisation, and interacts with others (e.g., team members, clients, community) accordingly.
- Is positive about demonstrating respect for other staff, clients, and community group members.
- Demonstrates consistent and robust judgment on clinical matters.
- Demonstrates ability to manage confidentiality both within the team and with external professionals.