

Position Description

Advanced Practitioner | Kaiwhakamahereroa Waranga Tuatahi

Reports to Clinical Manager, Family Centre

Service/Team Family Centre

About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We provide effective, evidence-based services that support wellbeing. We do this in partnership with tāngata whai ora (people seeking wellness) and their whānau, working together to build the lives they want.

We wholeheartedly believe that everyone living in New Zealand should have the opportunity to live life to the fullest and feel hopeful about their future. Our services encourage stronger connections with friends and whānau and enable meaningful participation in the community.

Our pillars – whakawhirinaki | trust, pono | honesty, haepapa | responsibility, matapōpore | concern, and aroha | love – are the foundation of our work, guiding how we work together and with others.

Tō Tātou Matakitea | Our Vision

Poutia, Heretia

Tuia te muka tangata ki te pou tokomanawa

Ka tū mana motuhake, Ka noho herekore i ngā waranga me ngā wero nui o te ao.

People, whānau and communities are connected and supported to live the lives they want, free from drug, alcohol and other addiction challenges.

Tō Tātou Aronga | Our Purpose

Ka hangaia e mātou he whare haumarū, he whare tūmanako hoki e tīni ai te tangata, he wāhi whakaaroaro, he wāhi ako, he wāhi tūhono anō hoki, mei kore e puta tātou ki te wheiao, ki te ao mārama.

We create hopeful and safe spaces for change with opportunities to reflect; learn and connect so that people can move towards a brighter future.

Position Purpose

- Provide assessment and treatment in partnership with tāngata whai ora, including their whānau, whose lives are affected by alcohol and other drug use dependency.
- Provide comprehensive high quality clinical assistance to tāngata whai ora to help them meet their recovery goals and the requirements of the residential service.
- Support the delivery of effective, culturally safe clinical services that reflect best practice and which are in line with Te Tiriti o Waitangi obligations through the provision of clinical advice, guidance, and training to other team members.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
Service Delivery • Provide advanced assessment, treatment and support to tāngata whai ora to achieve effective outcomes in line with their goals. • Actively assist team members to deliver effective clinical services by: ○ Providing clinical leadership in the treatment of tāngata whai ora. ○ Providing supervision, advice and guidance as required on clinical decisions using best practice techniques. ○ Conducting training sessions as required to assist the ongoing development of the team. ○ Role modelling excellence in clinical practice and supervising team members when undertaking individual and group clinical work with tāngata whai ora. • Facilitate consultation and liaison with tāngata whai ora and their whānau. • Participate in the education and follow-up meetings with tāngata whai ora, their whānau, and other relevant stakeholders regarding treatment plans. • Provide effective and professional interventions in complex scenarios and/or for tāngata whai ora with more complex needs. • Delegate tasks to team members that are within their scope of practice. • Ensure that all treatment documentation meets organisational requirements and clinical practice adheres to relevant organisational policies, procedures, systems and clinical protocols. • Liaise with and maintain appropriate professional relationships with internal and external stakeholders. • Administer medication to tāngata whai ora where required	• Clinical treatment produces positive outcomes for tāngata whai ora, which are in line with treatment goals • Clinical Manager and team express satisfaction with clinical direction and leadership provided. • Clinical Manager and team members express satisfaction with the appropriateness and level of clinical advice, supervision, decision making and training provided. • Demonstrates best practice in client group and individual work and is seen as a resource for the team in this area • Practice reflects effective and professional intervention techniques. • Tāngata whai ora and their whānau express satisfaction with the level of consultation, liaison and follow up as per treatment plan. • Clinical Manager expresses satisfaction with the level of autonomy demonstrated. • Clinical Manager and team express satisfaction with clinical interventions and approach to task delegation. • Treatment documentation complies with organisation policy and procedure and meets required audit standards. • Demonstrates understanding of all relevant organisations policies, procedures, systems and protocols. • Internal and external stakeholders' express satisfaction with communication and collaboration provided. • Medication is distributed correctly and meets procedural guidelines as per nursing & medication plans.

Area of Responsibility	Performance Measures
• Write up tāngata whai ora/rangatahi clinical case notes and reviews, and input into the Odyssey client database (HCC). Health and Safety • Identify and act on any potential risks to self or others, including tāngata whai ora, whānau and other kaimahi. • Be familiar with and abide by the organisation's health and safety policies and reporting procedures, ensuring others do the same as required. • Follow safe work practices, which includes the effective use of safety equipment, identification of workplace hazards and taking action to reduce or eliminate these. Te Tiriti o Waitangi • Demonstrate in-depth knowledge and understanding of Te Tiriti o Waitangi and its application in this role. Professional Development • Be proactive in own professional development. • Attend relevant organisational training as required. General • Work cooperatively with colleagues and contribute actively to team meetings. • Carry out any other duties that may be delegated by the line manager, which are in keeping with the scope of the role.	• HCC information is accurate, timely and meets all case note writing policy and procedural requirements and privacy act/confidentiality requirements; HCC case reviews are kept up to date. • Risks (including Health and Safety, compliance and maintenance) are identified and reported. • Plans are put in place to resolve and/or mitigate potential problems as required • Issues are escalated to relevant manager as required. • Demonstrates understanding and compliance with organisational and legislative health and safety requirements and is proactive in ensuring employees are compliant. • Follows correct protocols when using safety equipment. • Workplace hazards are identified and plans are put in place to reduce /eliminate these or the matter is escalated to the relevant authority. • Actions show knowledge and ability to apply the principles of Te Tiriti in the delivery of role. • Has an individual development plan which is implemented. • Attends organisational training required for role. • Regular attendance at team meetings and makes useful contributions. • Work is undertaken and completed. • Commitment and flexibility are demonstrated.

Key Relationships

Internal	External
• Clinical Manager • Other team members • Operations Manager • Other service kaimahi • Other Odyssey kaimahi	• Tāngata whai ora • Whānau • External community agencies and other stakeholders

Person Specification

Qualifications, Knowledge and Experience
• At least two years' relevant clinical experience in a health-related setting working with tāngata whai ora and their whānau • Relevant Level 7 qualification (degree level) e.g. Bachelors in AOD, Health Science, Social Work, Psychology • Registration with relevant professional body e.g. DAPAANZ, Social Work or other professional body under the HPCA Act • Expertise in Motivational Interviewing, clinical assessment and risk management • Experience of working in the social services, additions and/or mental health sectors • Knowledge and interest in Odyssey, it's philosophy and therapeutic models of care • Demonstrated understanding of Te Tiriti o Waitangi principles and its application to this role • Knowledge of te reo / tikanga Māori is preferred • Awareness of the culture and customs of Pacific peoples • Expertise in using Microsoft suite applications • High regard for confidentiality and security, including client information • Full current New Zealand Driver's License
Skills and Abilities
• Ability to establish and maintain effective therapeutic relationships with a range of stakeholders including tāngata whai ora • Ability to work alongside family members and guide/build on their strengths/resources • Ability to make considered context based clinical decisions in line with a model of care • Strong interpersonal and communication skills • Ability to work under pressure, complete work on time and to a good standard • Ability to work with limited supervision • Demonstrated cultural sensitivity and rainbow diversity awareness • Willingness to consider other viewpoints and adjust decisions as appropriate • Self-motivated, able to take the initiative and adapt decisions as appropriate • Ability to show discretion and tact • High regard for security and confidentiality, including client information • Fluency in English (written and spoken) • Ability to diffuse conflict • Demonstrated IT/word processing skills • Ability to acknowledge own limitations and be proactive with own self-development

Ngā Poupou | Our Pillars

Our Pillars are the foundation of our work, guiding how we work together and with each other.

Whakawhirinaki Trust	Reliable and shows great integrity.
Pono Honesty	Transparency and openness underpin all actions.
Haepapa Responsibility	Achieves and surpasses goals.
Matapōpore Concern	Empathic and interested in the wellbeing of others.
Aroha Love	Genuinely collaborative, supportive and able to work as part of a close-knit team, including with tāngata whai ora and whānau.