

Position Description

Youth Addictions and Mental Health Clinician | Kaiwhakamahereroa Waranga

Reports to Clinical Manager

Service/Team Youth INTact

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 Matakitenga | 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 Aranga | Our Purpose

Ka hangaia e mātou he whare haumaru, 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 a quality service that is accessible, appropriate, and is provided in partnership with rangatahi (young people) and their family/whānau. This includes:

- Developing effective assessment and treatment strategies in partnership with rangatahi to achieve their stated goals.
- Providing high quality, evidence-based clinical support that meets the needs of rangatahi.
- Providing leadership and training to rangatahi around youth alcohol and other drugs support.
- Maintaining knowledge and being able to demonstrate an understanding of the relevance and importance of Te Tiriti o Waitangi in the context of this role.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
Service Delivery • Act as duty cover and the first point of contact for service referrals and enquiries, gathering relevant information and prioritising needs. • Provide culturally safe, youth friendly alcohol and drug assessment and treatment services, in line with the Waikato Youth AOD model of care, Te Tiriti obligations and in collaboration with other team members. Specifically, this involves: ○ Maintaining a client caseload (as agreed with Clinical Manager). ○ In partnership with each rangatahi, developing an appropriate treatment plan that includes treatment goals, agreed interventions, frequency of contact and review dates. ○ Delivering AOD training to rangatahi that is in line with the models of care and harm reduction approaches promoted by Youth INTact. ○ Identifying and contributing to the minimisation of clinical and non-clinical risk by ensuring that services are delivered in accordance with the organisation philosophy, policy, procedures and protocols. ○ Providing ongoing, proactive case support, working cooperatively with the rangatahi, and in consultation and conjunction with other team members or external services as required.	• Line manager is satisfied with understanding and adherence to the Waikato Youth AOD model of care for assessment and development of treatment plans. • Rangatahi and their whanau express satisfaction with the support provided. • Line manager is satisfied with the timeliness of risk assessments, planning and management; matters are appropriately escalated appropriately to senior managers in line with agreed protocols. • Line manager is satisfied that all rangatahi care is documented and provided in accordance with relevant service policies/procedures, protocols and agreed service pathways. • Line manager, rangatahi and colleague feedback indicate that appropriate harm reduction approaches are practiced in all rangatahi care. • Audit measures show appropriate compliance with organisational policies and procedures. • Meets Accreditation and Certification standards. • Internal and external stakeholder's express satisfaction with the levels of collaboration. • Recordbase information is accurate, timely and meets all case note writing policy and procedural requirements and privacy act/confidentiality requirements; Recordbase case reviews are kept up to date.

Area of Responsibility	Performance Measures
○ Engaging the whānau and/or care givers of the rangatahi in their ongoing treatment, care and support, with the consent of the rangatahi. ○ Facilitating or co-facilitating groups as required. ○ Ensuring that clinical interventions and associated documentation adhere with relevant organisational policies, procedures, and standards. ○ Regularly discussing rangatahi management in team clinical reviews. ○ Supporting rangatahi to develop their own resource systems and networks. ● Write up rangatahi clinical case notes and reviews, and input into the Odyssey client database (Recordbase). Monitoring of clinical practice ● Maintain high standards of clinical practice through: ○ Regularly attending clinical supervision and mentoring support (as applicable) ○ Use of research and evidence based best practice to develop and implement therapeutic interventions for self and the team's use. ● With the support of the Clinical Manager, analyse quality and outcome related data to evaluate the effectiveness of actions taken. This includes: ○ Collating, analysing and communicating this data for use by self and the team. ○ Participating in quality improvement initiatives as directed. Health and Safety ● Identify and act on any potential risks to self or others, including tāngata whai ora, whānau and/or 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.	● Clinical supervision sessions are regularly attended. ● Line manager is satisfied with proactivity shown in maintaining and developing clinical knowledge and standards of practice. ● Line manager is satisfied with the analysis of and/or actions taken in response to survey data, audits results and information from complaints and incidents. ● Line manager is satisfied with the contribution and involvement in quality improvement initiatives. ● Practice meets clinical audit compliance (as applicable). ● 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.

Area of Responsibility	Performance Measures
. Te Tiriti o Waitangi - Demonstrate 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 trainings 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.	- 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 principle 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 - Waikato Tūturu team - Other Odyssey kaimahi	- Rangatahi and their whānau - School principals and staff - Relevant external community agencies and other community stakeholders

Person Specification

Qualifications, Knowledge and Experience

- At least 1 year's relevant experience working with youth in a social services, health, mental health or AOD setting
- A relevant (level 7) qualification e.g. Bachelors in Social Work, Health Science, OT, Counselling, Psychology
- Full registration with a relevant professional body e.g. dapaanz, SWRB, NZPB, NZAC or NZCCA
- Demonstrated knowledge of the effects related to the misuse of alcohol and other drugs, including methamphetamines and other current substances
- Demonstrated understanding of the principles of Te Tiriti o Waitangi and its application to this role
- Demonstrated knowledge of tikanga Māori and the customs and culture of Pacific peoples
- Understanding of and interest in Odyssey's work
- Proven expertise in using Microsoft suite applications
- Full current NZ driver's license
- Knowledge of te reo Māori would be an advantage

Skills and Abilities

- A demonstrated passion for working with rangatahi
- Ability to identify and understand cognitive and behavioural patterns of mental health issues
- Ability to engage with and motivate rangatahi to achieve their stated goals
- Creativity and ability to find innovative solutions for rangatahi
- Ability to work alongside whānau members and help them to identify their own strengths and resources
- Strong relational and communication skills
- Ability to establish and maintain effective relationships with a range of stakeholders
- Ability to work under pressure, complete work on time and to a good standard
- Ability to work with limited supervision
- Demonstrated awareness of diverse cultures, identities and experiences, including rainbow communities
- 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 assess and 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.