

Position Description

AOD Clinician | Kaiwhakamahereroa Waranga

Reports to	Clinical Manager, SACAT
Service/Team	Substance Addiction – Compulsory Assessment Treatment (SACAT)

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 Matakiteinga | 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 safe and effective assessment, planning, intervention and review in line with the agreed shared care approach with CADS/CHDS.
- Use best practice clinical tools and holistic approaches to support tāngata whai ora under SACAT and their whānau for up to one year as part of continuing care.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
<p>Service Delivery</p> <ul style="list-style-type: none"> • Provide effective clinical assessments, planning and support in partnership with tāngata whai ora and their whānau as per agreed support plans and in line with the organisation's values, best practice and Te Tiriti o Waitangi obligations. This involves: <ul style="list-style-type: none"> ○ Providing holistic and culturally safe clinical interventions in response to complex case scenarios of substance dependence and co-existing physical and/or mental health challenges. ○ Sharing knowledge with team members of current best practice approaches that support effective service delivery. ○ Co-facilitating service delivery groups that may be accessed by tāngata whai ora and/or whānau as appropriate. ○ Using an assertive outreach approach when engaging with and following up tāngata whai ora and their whānau. ○ Actively educating tāngata whai ora and their whānau (if consenting) when reviewing treatment plans. • Ensure that clinical practice and all treatment documentation follow organisational policies, procedures and systems and adheres to all clinical protocols. • Liaise and maintain functional professional relationships with internal and external stakeholders in relation to treatment delivered. • Write up tāngata whai ora/rangatahi clinical case notes and reviews, and input into the Odyssey client database (HCC). 	<ul style="list-style-type: none"> • Interventions produce positive outcomes for tāngata whai ora and their whānau which are in line with treatment goals. • Clinical Manager and other team members express satisfaction with the clinical advice and support provided. • Tāngata whai ora and whānau express satisfaction with the clinical services provided. • Best practice in client group and individual work is evidenced through direct observation and feedback from manager/team members. • Managers observe use of effective and professional intervention techniques. • Treatment documentation and practices comply with organisational policy and procedure and meets required audit standards. • External stakeholders and line manager express satisfaction with level of collaboration and professional input provided. • 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.

Area of Responsibility	Performance Measures
<p>Health and Safety</p> <ul style="list-style-type: none"> 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. <p>Te Tiriti o Waitangi</p> <ul style="list-style-type: none"> Demonstrate knowledge and understanding of Te Tiriti o Waitangi and its application in this role. <p>Professional Development</p> <ul style="list-style-type: none"> Be proactive in own professional development. Attend relevant organisational trainings as required. <p>General</p> <ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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 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
<ul style="list-style-type: none"> Clinical Manager/members of SACAT team Operations Manager – Community Services Other Odyssey kaimahi 	<ul style="list-style-type: none"> SACAT tāngata whai ora and their whānau Wider SACAT stakeholders, e.g. CADS, detox services, NovaSTAR, corrections/justice services Community health, housing and social service providers Other external stakeholders

Person Specification

Qualifications, Knowledge and Experience

- At least 1 years' relevant experience working in a community-based addiction setting, including experience of complex case management working with people with significant co-existing physical and mental health challenges
- A relevant (level 7) qualification e.g. Bachelors in AOD, Health Science, Social Work, Psychology
- Registration with DAPAANZ, Social work or other professional body under the HPCA Act
- Expertise in motivational interviewing, risk management, relapse prevention and best practice clinical interventions for substance dependence
- Knowledge of relevant models of care, including the therapeutic community model
- Demonstrated understanding of the principles of Te Tiriti o Waitangi and its application to this role
- Knowledge of tikanga Māori and the customs and culture of Pacific peoples
- Experience of working in the social services, addictions and/or mental health sectors
- Understanding of and interest in Odyssey's work
- Proven expertise in using Microsoft suite applications
- Full current NZ drivers license
- Knowledge of te reo is desirable

Skills and Abilities

- Advanced clinical skills in managing complex substance use and/or co-existing disorders
- Demonstrated empathy and insights into the circumstances of tāngata whai ora/whānau
- Excellent one to one and group facilitation skills
- Ability to establish and maintain therapeutic relationships with a range of stakeholders including clients/tāngata whai ora/whānau
- Ability to work alongside family members, motivate, guide and build on the strengths/resources
- Strong interpersonal 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 prioritise and 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.