



Position Description

Youth Practitioner | Kaiwhakamahereroa Waranga

Reports to Clinical Manager

Service/Team Whakatakapokai

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

- Promote positive youth development by providing support to young people/rangatahi whose lives are influenced by alcohol and other drugs.
- Provide comprehensive, high quality clinical support in the Whakatakapokai Youth Justice Residences, using therapeutic interventions, including group and individual modalities, which are evidence-based, represents best practice and meet the needs of young people/rangatahi.
- Maintain knowledge and be able to demonstrate an understanding of the relevance and importance of Te Tiriti o Waitangi in the context of this role, working with Māori rangatahi.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
<p>Service Delivery</p> <ul style="list-style-type: none"> • Provide holistic youth-friendly therapeutic interventions in line with the Whakatakapokai programme that promotes the positive development of rangatahi, using appropriate assessment and treatment models. This involves: <ul style="list-style-type: none"> ○ Gathering relevant information and prioritising needs. ○ Working collaboratively with each rangatahi, to develop an appropriate goal plan with review dates that assists them to achieve positive outcomes. ○ Providing ongoing, proactive case support, which includes working with rangatahi through 1:1 and group sessions as appropriate. ○ Advocating for rangatahi by working effectively with and helping to ensure appropriate support from Oranga Tamariki and other service providers, families and community groups. ○ Making recommendations or referring the rangatahi to other services to help them achieve positive outcomes. ○ Providing clinical interventions and using holistic models that meet the needs of the rangatahi and are in line with organisational policies, procedures, and systems. ○ Managing risks through adherence to relevant organisational policies, procedure, or standards, and escalating to the Clinical Manager as required. 	<ul style="list-style-type: none"> • Assessments are completed in line with approved assessment tools and interventions and plans are developed in partnership with young people/rangatahi. • Appropriate activities and interventions are planned and delivered collaboratively with colleagues that meet the therapeutic needs of young people/rangatahi; manager expresses satisfaction. • Manager and rangatahi feedback indicates satisfaction with the advocacy and/or case support provided. • Manager and referrer feedback indicate satisfaction with timeliness of rangatahi referrals for support from Oranga Tamariki and other providers. • All support to rangatahi is documented in line with relevant organisational policies, procedures, and systems. • Manager expresses satisfaction with risk assessment, planning and management undertaken. • All documentation and administration is completed in a timely manner and in line with organisational policies and procedures.

Area of Responsibility	Performance Measures
<ul style="list-style-type: none"> ○ Completing all documentation and administration in line with organisational requirements and standards. ○ Engaging the family/whānau and/or care givers of the young people/rangatahi as appropriate in their ongoing treatment, care and to support the achievement of agreed goals. ● Participate in quality and service improvement initiatives as required. <p>Relationship Management</p> <ul style="list-style-type: none"> ● Establish and maintain effective networks and relationships for liaison and consultation purposes with Ministry of Justice, Oranga Tamariki and relevant DHB staff, and other service providers. This involves: <ul style="list-style-type: none"> ○ Helping to maintain appropriate systems for relationship management. ○ Building and maintaining appropriate professional relationships and networks with Oranga Tamariki, DHB and other relevant service providers. ○ Facilitating referral pathways as appropriate. ○ Regular consultation with key stakeholders. <p>Health and Safety</p> <ul style="list-style-type: none"> ● Identify and act on any potential risks to self or others, including rangatahi, 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. 	<ul style="list-style-type: none"> ● Clinical file audit measures are met. ● Rangatahi and their family/whānau and/or caregivers express satisfaction with the levels of engagement and connection facilitated by postholder <ul style="list-style-type: none"> ● Effective systems and processes are maintained which enable liaison and consultation with key stakeholders. ● Up to date knowledge of relevant resources and available support services is maintained. ● Internal and external stakeholders express satisfaction with relationships and inputs provided. <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.

Area of Responsibility	Performance Measures
<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 regular clinical supervision. • 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"> • Actions show knowledge and ability to apply the principle of Te Tiriti in the delivery of role. • Has an individual development plan which is discussed with manager and is implemented. • Attends organisational training and supervision 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 • Other Youth Justice colleagues • Operations Manager, Youth Services • Service Improvement team members • Other Odyssey kaimahi 	<ul style="list-style-type: none"> • Whakatakapokai site kaimahi • Rangatahi and their whānau /care givers/guardians • Health and Education services working within Whakatakapokai • Key Ministry of Justice, DHB and Oranga Tamariki kaimahi and community services working with Youth • Cultural Services and other NGO's

Person Specification

Qualifications, Knowledge and Experience

- Up to 1 year's relevant experience working with rangatahi and their family/whānau in a social service, Youth Justice, AOD and/or mental health sector setting
- A relevant (level 7) qualification e.g. Bachelors in AOD counselling, Social Work, Youth Work or other relevant social service field
- Demonstrated knowledge of the effects related to the misuse of alcohol and other drugs, including methamphetamines and other current substances of use and abuse
- Demonstrated knowledge of child and adolescent development, addictions, and mental health issues
- Registration or working to achieve registration with DAPAANZ, Social Work/HPCA professional body under the HPCA Act
- Experience of running or leading groups, preferably in an educational setting
- Demonstrated understanding of the principles of Te Tiriti o Waitangi and its application to this role
- Knowledge tikanga Māori and the customs and culture of Pacific peoples
- Understanding of and interest in Odyssey's work and its therapeutic models of care
- Proven expertise in using Microsoft suite applications
- Full current NZ drivers license
- Knowledge of te reo is desirable
- Experience of working in a Youth Justice setting is desirable

Skills and Abilities

- Demonstrated interest in rangatahi and motivation to help them achieve their goals
- Strong interpersonal and communication skills
- Good group facilitation skills
- Ability to develop and deliver course content that is suitable for rangatahi
- Demonstrated client-centred and strengths-based approach
- Ability to establish and maintain effective relationships with a range of stakeholders, including rangatahi, whānau/care givers
- 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.