

Position Description

Youth Practitioner | Kaiwhakamahereroa Waranga Tuatahi

Reports to Clinical Manager

Service/Team Korowai Manaaki

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

- To work within Korowai Manaaki Youth Justice Residences to provide therapeutic interventions via group and individual modalities.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
<p>Service Delivery</p> <ul style="list-style-type: none"> • Provide assessments and holistic therapeutic interventions that promote the positive development of young people using appropriate assessment and treatment models. This involves: <ul style="list-style-type: none"> ○ Assessment and treatment ○ Risk management ○ Client/rangatahi support ○ Client/rangatahi education ○ Group facilitation • 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"> • Assessments are completed using Odyssey approved assessment tools • Demonstration of planning, risk assessment and management of identified risk. • Works collaboratively with clients to develop their goal plan inclusive of review dates and assist them to achieve positive outcomes. • Provides ongoing case work through group and 1:1 sessions as deemed appropriate. • Works in collaboration with relevant professionals both within Korowai Manaaki and externally. • Provides appropriate recommendations and/or referrals to other services to ensure positive outcomes for the client. • Utilises a range of activities and interventions that meet the therapeutic needs of rangatahi • Utilises holistic models of health and wellbeing aligned with the best practise in all aspects of service delivery and review. • Provides, supports and receives feedback from other kaimahi as appropriate. • Clinical file audit requirements are met. • Attends debrief with relevant team members to support reflections on clinical practise. • Rangatahi express satisfaction in support 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
Relationship Management <ul style="list-style-type: none"> Establish and maintain networks for liaison and consultation purposes within Korowai Manaaki as well as other relevant services. This involves: <ul style="list-style-type: none"> Establishing and maintaining network relationships. Facilitating referral pathways as appropriate. 	<ul style="list-style-type: none"> Systems are setup to enable networks to be established and maintained. Relationships are developed with other relevant services including (but not limited to) AOD and Mental Health services, NGOs, and Health services. Provides high quality services in partnership with other agencies as appropriate. Advocates for young people/rangatahi by working with Oranga Tamariki kaimahi, other service providers and community groups providing services in Korowai Manaaki.

Area of Responsibility	Performance Measures
Health and Safety <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. Te Tiriti o Waitangi <ul style="list-style-type: none"> Demonstrate knowledge and understanding of Te Tiriti o Waitangi and its application in this role. Professional Development <ul style="list-style-type: none"> Be proactive in own professional development and meet organisational requirements by: 	<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. <ul style="list-style-type: none"> Actions show knowledge and ability to apply the principle of Te Tiriti in the delivery of role. <ul style="list-style-type: none"> Has an individual development plan which is implemented.

<ul style="list-style-type: none"> ○ Adhering to policies and procedures ○ Completing orientation and role specific core training ○ Undertaking performance development and annual performance reviews. ○ Attending supervision. ○ Participating in quality improvement initiatives. ○ Participating in team planning. ○ Attending relevant training. <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"> ● Upholds Odyssey policies and procedure. ● Attends all orientation and mandatory training. ● All performance development requirements are met and accurate records maintained. ● Supervision is undertaken in accordance with service policy and requirements. ● Involvement in quality initiatives and continuous improvement. ● Participation and contribution to the development and implementation of team planning with Odyssey Youth services. ● Educational and/or training courses which ensure kaimahi remain up to date in the fields of youth, mental health AOD disorders and treatments in consultation with the Clinical Manager. ● Shares information from trainings and promotes learning with colleagues. <ul style="list-style-type: none"> ● 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 Youth Community Services • Korowai Manaaki/ other Youth Community Service team members • Other Odyssey kaimahi 	<ul style="list-style-type: none"> • Korowai Manaaki site kaimahi • Health and Education services working within Korowai Manaaki • Key DHB and Oranga Tamariki kaimahi • Community services working with Youth • Cultural Services and other NGOs

Person Specification

Qualifications, Knowledge and Experience

- Proven skills and experience in the management and treatment of clients/rangatahi/tangata whai ora and their family/whanau in a health-related setting
- Level 7 qualification (degree level) e.g. Bachelors in AOD, Health Science, Nursing, Psychology.
- A commitment to ongoing professional development, including achieving registration with the Drug and Alcohol Practitioners Association of New Zealand (DAPAANZ), Social Work professional body or other relevant professional body under the HPCA Act.
- Knowledge and interest in the philosophy of the organisation and its therapeutic models of care
- Commitment to achieving and maintaining high quality standards
- Experience working in the social services, addictions and/or mental health sectors
- Demonstrated understanding of the principles of Te Tiriti o Waitangi and its application to this role and own professional practice.
- High regard for confidentiality and security, including client information
- Motivational interviewing, clinical assessment and risk management expertise
- Knowledge of te reo/ tikanga Māori and/or the culture and traditions of Pacific peoples is desirable.
- Experience in using Microsoft suite applications.
- Full current NZ drivers license.

Skills and Abilities

- Ability to engage with clients/rangatahi and build effective therapeutic relationships
- Ability to work alongside family members/ whānau, to guide and strengthen their own strengths and resources.
- Ability to make considered, context based clinical decisions in line with a model of care.
- Ability to establish and maintain effective relationships with a range of stakeholders.
- Demonstrated cultural sensitivity and rainbow diversity awareness
- Willingness to consider other viewpoints/ sources of information and adjust decisions as appropriate
- Positive attitude and self-motivated
- Strong interpersonal and communication skills.
- Fluency in English
- Good IT/word processing skills.
- Ability to show discretion and tact.
- High regard for security and confidentiality, including client information.
- Ability to prioritise, work under pressure, complete work on time and to a high standard.
- Ability to work with limited supervision.
- Ability to take initiative and adapt to changing circumstances.
- Ability to deal with conflict and defuse challenging situations
- 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.