

POSITION DESCRIPTION

Position	Mental Health & Addiction Clinician (Rangatahi – EN / Social Worker / AOD)	
Team	Waiora Hinengaro (Mental Health and Addiction Services)	
Reporting to:	Kaihautū Waiora Hinengaro	
Job purpose	<p>Provide assessment, intervention and case management to rangatahi (12–24 years) experiencing mild to severe mental health and/or substance use challenges.</p> <p>The role works across the spectrum of need and contributes to early intervention, treatment, and recovery support.</p> <p>The clinician will hold a caseload and deliver evidence-informed, culturally grounded interventions under the clinical oversight of a Registered Nurse and/or Team Lead.</p> <p>Initial comprehensive assessments are primarily undertaken by the Registered Nurse; however, this role may complete assessments as delegated and directed.</p> <p>Clinical oversight: Registered Nurse / Team Lead</p>	
Accepted by:	Employee Signature:	Date:

Background

Te Oranganui is an Iwi governed Health and Social Service Organisation. Established in 1993, Te Oranganui has seven service lines and covers the iwi boundaries of Ngāti Apa/Ngā Wairiki, Te Ātihaunui a Pāpārangi and Ngā Rauru Kītahi. The seven services are;

Te Waipuna:	Primary Health & Medical
Te Taihāhā:	Disability Support Service
Waiora Hinengaro:	Vocations, Mental Health and Addictions
Toiora Whānau:	Whānau and Community
Waiora Whānau:	Healthy Families
Whakahaumanu Mana Tāne:	Clinical Services Corrections
Te Taituarā:	Business Unit

Our Vision	Korowaitia te puna waiora, hei oranga motuhake mō te iwi
Our Mission	Investing in transformational wellbeing where whānau are at the centre of everything we do.
Our Values	
iwi	
<i>Kotahitanga</i>	<p>Kei te Kotahitanga o ngā kūmete nō uta, nō tai te orange o te</p> <p>We are working for a common cause to effect positive change for the whānau we serve. We are collaborating with marae, hapū and iwi to build smarter capability and capacity for the collective. We are innovators of change, building a movement for transformation.</p>
<i>Whanaungatanga</i>	<p>Nō te whānau, mō te whānau</p> <p>We acknowledge whānau are the experts in their own lives. We care what whānau have to say about our services. We listen. We act. We learn.</p>
<i>Pono</i>	<p>Kia mau, kia ū ki ngā kete mātauranga nō ngā tupuna</p> <p>Our delivery and commitment to whānau, each other, and our partners is underpinned by Mātauranga and Kaupapa-Māori. We are well informed and value the knowledge we hold.</p>
<i>Tika</i>	<p>Whaia te ara tika ahakoa te aha</p> <p>Whānau ability to attain wellbeing is a fundamental right. We believe in a just fair system and so, we will always do the right thing, even when it's not the easiest thing. We are honest and transparent. We honour our word.</p>

Key Result Area 1: Working with rangatahi

Tasks:

- Work on the implementation of goals in a creative and supportive way using early intervention, resilience and recovery principles
- Use developmental stage and age appropriate interventions including groups
- Provide /refer to counselling and other therapeutic services if an assessment indicates the need
- Use Co Existing Problem knowledge to ensure rangatahi receiving all round care
- Use whanau ora and tikanga Māori approaches in all work
- Hold and manage an active caseload of rangatahi across mild to severe presentations
- Deliver structured interventions aligned to CBT, motivational interviewing, harm reduction, recovery and kaupapa Māori frameworks
- Provide AOD interventions including relapse prevention, psychoeducation and harm minimisation
- Complete delegated assessments as directed by RN or Team Lead
- Participate in risk assessment and safety planning processes
- Implement care plans and regularly review progress
- Facilitate individual and group programmes where appropriate
- Support transitions between services (primary ↔ secondary ↔ community)
- Provide whānau engagement and education

- Escalate high risk or complex presentations promptly

Key Result Area 2: Collaboration and team work

Tasks:

- Have active and current relationships with organisations that focus on youth, mental health and or addiction service provision including education services
- Participate and /or initiate youth activities that can improve access to the service and/ or knowledge of mental health and wellness
- Work in a collaborative way with internal services and external agencies when “shared care” and other youth services needed
- Liaise and consult with GPs and other health services as necessary to improve health of rangatahi and ensure knowledge of and access to the service
- Work with wider team to ensure all needs are met in relation to mental health and addiction
- Works within own professional scope of practice (EN / SW / AOD clinician)
- Practices under clinical oversight of RN / Team Lead
- RN completes majority of initial comprehensive assessments and risk formulation
- May complete delegated assessments including:
 - Brief mental health assessments
 - AOD assessments
 - Screening tools (K10, PHQ-9, SACS, etc.)
 - Risk monitoring updates
- Escalates complex risk, diagnostic uncertainty, or deterioration immediately
- Does not diagnose unless within professional scope and registration allows
- Medication management remains RN / prescriber responsibility
- Contributes to formulation and care planning collaboratively
- Participate in MDT case reviews
- Contribute to shared formulation discussions
- Work in partnership with RN regarding clinical decision making
- Liaise with CAMHS, CADS, GP, Oranga Tamariki, schools as required
- Support stepped-care pathways

Key Result Area 3: Client Information Management

Ensure client information and documentation is accurate and timely

Tasks:

- All administration and documentation are completed in accordance with service & organisational guidelines and within specified timeframes;
- Complete all reporting and communication requirements in a timely manner;
- Participate in quality improvement activities as required;
- Electronically record and evidence whānau goals and outcomes for reporting purposes

Key Result Area 4: Supervision

Ensure safe practice to tangata whai ora and their whānau through actively participating in regular supervision

Tasks:

- Actively participate in regular supervision, making a positive contribution to the development of a co-operative relationship with the supervisor
- Ensure that all practice and case management issues are taken to supervision;
- Manage work priorities, personal workload and stress levels with the support of the supervisor
- Comply with the requirements of the supervision contract
- Regularly reflect on own practice and make adjustments as necessary to ensure a quality service to whānau

Key Result Area 5: Knowledge & Relationships

To stay abreast of developments and build strong community links that enhance the service provided to rangatahi and their whānau

Tasks

- Continuously build your knowledge base on the developments of the mental health and addictions sector to ensure whānau are receiving the best possible service
- Work constructively with colleagues within Te Oranganui and across the sector to improve outcomes for whānau participating in mental health and addiction services
- Actively participate in all team and one-on-one hui and workshops
- Develop and maintain key relationships across all sectors to support easier a

Key Result Area 6: Risk & Safety

Ensure that Tangata Whaiora safety is managed within scope

Tasks

- Participate in dynamic risk assessment
- Develop and review safety plans with oversight
- Escalate suicidality, psychosis, safeguarding concerns immediately
- Maintain documentation of risk discussions
- Adhere to service risk management policies

General Provisions

- Actively participate in Te Oranganui kaupapa activities including attending hui, karakia, whakawhanaungatanga, waiata sessions etc.
- Uphold the principles of Whānau Ora – working across teams and functions; acknowledging the unique skills and abilities all kaimahi bring
- Ensure you maintain an accurate and up to date understanding of Te Oranganui policies and that you uphold these at all times;
- Ensure the health & safety of yourself as well as others in your working environment, upholding organisational health and safety policies and procedures at all times;
- Proactively promote Te Oranganui in a positive light in all activities
- Actively participate in ongoing professional development and in service training opportunities

The above statements are intended to describe the general nature and level of work being performed by the job holder. This job description is not intended to be an exhaustive list of all responsibilities, duties, or skills required of the job holder. From time to time, the job holder may be required to perform duties outside of their normal responsibilities as needed.

PERSON SPECIFICATION

Preferred Experience & Qualifications

- Enrolled Nurse (current APC)
- Registered Social Worker (current registration)
- DAPAANZ registered AOD clinician (or working toward)
- Other relevant registered health professional
- Experience working with rangatahi in mental health and/or addiction
- Understanding of co-existing problems (CEP)
- Experience working across mild to severe presentations
- Knowledge of stepped-care models
- Commitment to kaupapa Māori practice
- Current Annual Practicing Certificate
- Experience in mental health, addictions and/or youth work
- Computer literacy and experience working with/understanding of MS Word, Excel, Outlook, relevant tools and social media

Skills and Attributes

- Non-Smoker – or full commitment to remain smoke-free during the hours of work (including breaks)
- Excellent facilitation and communication skills
- Understand and be committed to improving health for Māori
- Believe in and can implement a recovery/ wellness approach
- Well organised and can prioritise
- Able to maintain confidentiality
- Is acceptable to whānau, hapu and iwi and Māori community
- Creative and innovative within restricted resources

Physical Attributes – Community based

- A medium degree of physical capacity is required as the work involves standing, walking, sitting, stretching, twisting bending and lifting/moving weights up to and above 15 kilograms frequently.
- Ability to move about and undertake necessary duties (sometimes in restricted spaces) both in an office environment and out in the community
- Visual ability sufficient to drive a motor vehicle, read accurately, write/record in a legible manner
- Hearing and speech sufficient to communicate with clients and co-workers enabling direct and telephone communication

Other requirements of this position

- Current clean, full NZ driver's license
- Must be able to pass Te Oranganui's background check process