

# Position Description

## Youth Practitioner Pacific Focus | Kaiwhakamahereroa Waranga

**Reports to** Clinical Manager, Stand Up! and Amplify!

**Service/Team** Stand Up! and Amplify!

### 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

Work with assigned schools to provide the Stand Up! and Amplify! programme via group and individual therapeutic interventions. This includes:

- Providing comprehensive, high quality clinical assistance, which is evidence-based, represents best practice and meets the needs of rangatahi (young people).
- Promoting the delivery of high quality, culturally responsive services that incorporate Pacific values, world views and ways of being.

## Key Areas of Responsibility

Area of Responsibility	Performance Measures
<p><b>Service Delivery</b></p> <p>Provide holistic youth-friendly and culturally safe therapeutic interventions in line with the Stand Up! and Amplify! programme that promotes the positive development of rangatahi, using appropriate assessment and treatment models. This involves:</p> <ul style="list-style-type: none"> <li>• Gathering relevant information and prioritising needs.</li> <li>• Working collaboratively with each rangatahi, to develop an appropriate goal plan that includes review dates and assists them to achieve positive outcomes.</li> <li>• Providing ongoing, proactive case support, which includes working with rangatahi through 1:1 sessions as appropriate.</li> <li>• Attending debriefs with relevant team members to support reflections in clinical practice.</li> <li>• Working in collaboration with relevant professionals within and outside the school setting to support the rangatahi.</li> <li>• Making recommendations or referring the rangatahi to other services to help them achieve positive outcomes.</li> <li>• Ensuring that clinical practices are followed in line with organisational policies, procedures, and systems.</li> <li>• Providing clinical interventions that meet the therapeutic needs of rangatahi.</li> <li>• Managing risks through adherence to relevant organisational policies, procedure or standards, and escalating to the Clinical Manager as required.</li> <li>• Utilising holistic models of health and wellbeing, that are aligned with best practice in all aspects of service delivery and review, including relevant cultural models.</li> </ul>	<ul style="list-style-type: none"> <li>• Assessments are completed in line with approved assessment tools and interventions and plans are developed in partnership with rangatahi.</li> <li>• A range of activities and interventions are used that meet the therapeutic needs of rangatahi.</li> <li>• Proactive case support is provided and co working with rangatahi occurs.</li> <li>• Attends debriefs with colleagues and self-reflection is shown.</li> <li>• Rangatahi are referred/receive appropriate support from other agencies as required.</li> <li>• All support is documented in line with relevant organisational policies, procedures and systems.</li> <li>• Risk assessment, planning and management is demonstrated with positive client outcomes.</li> <li>• Harm reduction is demonstrated in all client care.</li> <li>• All documentation and administration are completed in a timely manner and in line with clinical policies and procedures.</li> <li>• The rangatahi and school staff express satisfaction with services provided.</li> <li>• Clinical file audit measures are met.</li> <li>• Effective systems and processes are set up and maintained which enable liaison and consultation with schools and other Youth Services in the Auckland area occur.</li> </ul>

Area of Responsibility	Performance Measures
<ul style="list-style-type: none"> <li>• Completing all documentation and administration as required.</li> <li>• Establish and maintain effective networks and relationships for liaison and consultation purposes with school and other Youth Services in the Auckland area, including health, mental health and AOD services. This involves: <ul style="list-style-type: none"> <li>○ Establishment of appropriate systems for relationship management.</li> <li>○ Building and maintaining appropriate professional relationships.</li> <li>○ Facilitating referral pathways as appropriate.</li> <li>○ Regular consultation.</li> </ul> </li> <li>• Write up tāngata whai ora/rangatahi clinical case notes and reviews, and input into the Odyssey client database (HCC).</li> </ul> <p><b>Pacific-Centred Guidance</b></p> <ul style="list-style-type: none"> <li>• Support the development of Pacific cultural competency and practice within the StandUp! and Amplify! team by: <ul style="list-style-type: none"> <li>○ Promoting the use of Pacific frameworks in team interactions with Pacific students.</li> <li>○ Developing and maintaining a list of culturally appropriate services and resources for Stand Up! and Amplify! kaimahi (staff) to access.</li> <li>○ Promoting the understanding of Pacific cultural identity, connectedness, and belonging within the team, alongside the Clinical Manager/Advanced Practitioner.</li> <li>○ Promoting awareness around cultural safety and concepts of talanoa and tauhi va (space between).</li> </ul> </li> <li>• Share cultural knowledge and advocate for the Pacific youth voice and equity to relevant internal and external stakeholders, alongside the Clinical Manager and Advanced Practitioner.</li> <li>• Be proactive in maintaining relevant cultural knowledge of Pacific cultures and norms, seeking guidance when needed.</li> <li>• Attend and contribute at meetings of the Pacific Advisory Group (PAG).</li> </ul>	<ul style="list-style-type: none"> <li>• Relationships are proactively and effectively established and maintained with relevant school staff and staff in other Youth Services.</li> <li>• Up to date knowledge of community resources and support services available is maintained.</li> <li>• Internal and external stakeholders' express satisfaction with relationships and inputs provided.</li> </ul> <p>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.</p> <ul style="list-style-type: none"> <li>• Team members demonstrate increased knowledge of Pacific frameworks, cultural identity, cultural safety and practices.</li> <li>• Team members express satisfaction with the Pacific cultural support/guidance provided.</li> <li>• A list of culturally appropriate services and resources are developed for use by the team.</li> <li>• Manager expresses satisfaction with the Pacific advocacy provided.</li> <li>• Manager and Pacific Clinical Lead express satisfaction with cultural knowledge demonstrated.</li> <li>• Bi-monthly cultural supervision attendance maintained, as agreed with Clinical Manager.</li> <li>• Chair/members of PAG express satisfaction with contributions at meetings.</li> <li>• Regular attendance at PAG.</li> </ul>

Area of Responsibility	Performance Measures
<p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>• Identify and act on any potential risks to self or others, including tāngata whai ora, whānau and/or other kaimahi.</li> <li>• Be familiar with and abide by the organisation's health and safety policies and reporting procedures, ensuring others do the same as required.</li> <li>• Follow safe work practices, which includes the effective use of safety equipment, identification of workplace hazards and taking action to reduce or eliminate these.</li> </ul> <p><b>Te Tiriti o Waitangi</b></p> <ul style="list-style-type: none"> <li>• Demonstrate knowledge and understanding of Te Tiriti o Waitangi and its application in this role.</li> </ul> <p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>• Be proactive in own professional development.</li> <li>• Attend relevant organisational trainings as required.</li> </ul> <p><b>General</b></p> <ul style="list-style-type: none"> <li>• Work cooperatively with colleagues and contribute actively to team meetings.</li> <li>• Carry out any other duties that may be delegated by the line manager, which are in keeping with the scope of the role.</li> </ul>	<ul style="list-style-type: none"> <li>• Risks (including Health and Safety, compliance and maintenance) are identified and reported.</li> <li>• Plans are put in place to resolve and/or mitigate potential problems as required</li> <li>• Issues are escalated to relevant manager as required.</li> <li>• Demonstrates understanding and compliance with organisational and legislative health and safety requirements and is proactive in ensuring employees are compliant.</li> <li>• Follows correct protocols when using safety equipment.</li> <li>• Workplace hazards are identified and plans are put in place to reduce /eliminate these, or the matter is escalated to the relevant authority.</li> </ul> <ul style="list-style-type: none"> <li>• Actions show knowledge and ability to apply the principle of Te Tiriti in the delivery of role.</li> </ul> <ul style="list-style-type: none"> <li>• Has an individual development plan which is implemented.</li> <li>• Attends organisational training required for role.</li> </ul> <ul style="list-style-type: none"> <li>• Regular attendance at team meetings and makes useful contributions.</li> <li>• Work is undertaken and completed.</li> <li>• Commitment and flexibility are demonstrated.</li> </ul>

## Key Relationships

Internal	External
<ul style="list-style-type: none"> <li>• Clinical Manager/team members</li> <li>• Pacific Clinical Lead</li> <li>• Pacific Advisory Group</li> <li>• Other Odyssey kaimahi</li> </ul>	<ul style="list-style-type: none"> <li>• Rangatahi</li> <li>• School support service staff</li> <li>• School senior management</li> <li>• Key health service staff</li> <li>• Community services working with Pacific Youth</li> <li>• Oranga Tamariki staff</li> <li>• Cultural Services</li> <li>• Other Youth Services staff</li> </ul>

## Person Specification

### Qualifications, Knowledge and Experience

- Minimum level 4 Health and Wellbeing qualification and 2 years' experience working with rangatahi in a health, mental health or addictions (AOD) work setting with a commitment to pursue an agreed relevant registration pathway.  
Or currently studying a relevant tertiary (level 7) qualification e.g. Social Work, Counselling or addictions with some relevant experience, ideally working with rangatahi.
- 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.
- Demonstrated knowledge of the effects related to the misuse of alcohol and other drugs, including methamphetamines and other current substances of use and abuse.
- Cultural understanding and connection to Pacific communities.
- Demonstrated knowledge of one or more Pacific language/culture.
- Demonstrated knowledge of Pacific models of care/wellbeing and concepts of cultural safety.
- Ability to identify cognitive behavioural patterns and understanding of mental health issues.
- Demonstrated understanding of the principles of Te Tiriti o Waitangi and its application to this role.
- Knowledge of te reo/ tikanga Māori.
- Knowledge of 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 drivers license.

### Skills and Abilities

- Demonstrated interest in rangatahi, their abilities and motivation, and in helping them achieve their goals.
- Demonstrated client-centred and strengths-based approach.
- Demonstrated cultural sensitivity and rainbow diversity awareness.
- Ability to work alongside family members/ whānau, to guide and strengthen their own strengths and resources.
- Ability to establish and maintain effective relationships with a range of stakeholders.
- Strong interpersonal and communication skills.
- Group facilitation skills.
- Ability to diffuse conflict.
- Fluency in English (written and spoken).
- Desire to speak in one/more Pacific language.
- Demonstrated IT/word processing skills.
- Ability to show discretion and tact.
- High regard for security and confidentiality, including client information.
- Ability to work under pressure, complete work on time and to a good standard.
- Ability to work with limited supervision.
- Self-motivated, able to take the initiative and adapt decisions as appropriate.
- Willingness to consider other viewpoints and adjust decisions as appropriate.
- 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.

<b>Whakawhirinaki   Trust</b>	Reliable and shows great integrity.
<b>Pono   Honesty</b>	Transparency and openness underpin all actions.
<b>Haepapa   Responsibility</b>	Achieves and surpasses goals.
<b>Matapōpore   Concern</b>	Empathic and interested in the wellbeing of others.
<b>Aroha   Love</b>	Genuinely collaborative, supportive and able to work as part of a close-knit team, including with tāngata whai ora and whānau.