



Position Description

Youth Practitioner | Kaiwhakamahereroa Waranga

Reports to Clinical Manager, Stand Up! and Amplify!

Service/Team Stand Up! Community

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 a quality service that is accessible, appropriate, and is provided in partnership with the client/young people/rangatahi and family/whanau.
- Develop effective assessment and treatment strategies in partnership with young people/rangatahi who present in relation to their alcohol and drug issues and stated goals.
- Ensure the provision of high quality, evidence-based practice that meets stakeholder requirements.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
<p>Service Delivery</p> <ul style="list-style-type: none"> • Provide youth-friendly alcohol and drug assessment and treatment service to referred clients/rangatahi, using appropriate assessment and treatment procedures. This involves: <ul style="list-style-type: none"> ○ Maintaining a client caseload (as agreed with Clinical Manager). ○ Acting as a first point of contact for the service, including referrals and enquiries. ○ Gathering relevant information and prioritising needs. ○ In partnership with each client/rangatahi, developing an appropriate treatment plan that includes treatment goals, agreed interventions and review dates. ○ Providing ongoing, proactive case support, working cooperatively with clients/rangatahi and in consultation and conjunction with other team members or external services as required. ○ Engaging the family/whānau and/or care givers of the client/rangatahi as appropriate in their ongoing treatment, care and to support the achievement of agreed goals. ○ Ensuring that clinical practice follows organisational policies, procedures, and systems. ○ Regularly discussing client management in team clinical reviews. ○ Supporting clients/rangatahi to develop their own resource systems and networks to meet their needs. 	<ul style="list-style-type: none"> • Clients/rangatahi are prioritised and referrals are actioned appropriately and in a timely manner. • Assessment and treatment strategies and plans are developed in line with the service treatment pathway, approved assessment tools and interventions. • Provision of ongoing case work through group and 1:1 sessions as deemed appropriate. • Risk assessment, planning and management is demonstrated with positive client outcomes. • Harm reduction is demonstrated in all client care and issues are reported to senior staff and/or management to be resolved as appropriate. • Proactive case support is provided and co working with clients/rangatahi occurs. • Stakeholders express satisfaction with services provided. • Clients/rangatahi are supported to develop their own resource systems and networks to meet their needs. • Family/whānau and/or caregivers are engaged and remain involved in the client/rangatahi' s recovery goals with their consent. • All client care is documented, and all treatment/care is provided in accordance with service protocols and service pathways.

Area of Responsibility	Performance Measures
<ul style="list-style-type: none"> ○ Managing risks through appropriate adherence to organisational policies, procedure or standards, and escalating as required. ○ Completing all documentation and administration as required. ○ Write up tāngata whai ora/rangatahi clinical case notes and reviews, and input into the Odyssey client database (HCC). ○ Effective systems and processes are set up and maintained, which enable liaison and consultation to occur with relevant services. <p>Relationship Management</p> <ul style="list-style-type: none"> ● Establish and maintain effective networks and relationships for liaison and consultation purposes with other alcohol and drug services, health and social service agencies, schools, Oranga Tamariki, and related services. This involves: <ul style="list-style-type: none"> ○ Establishing and/or maintaining effective systems to manage networks and contacts. ○ Building relationships and engaging in regular consultation. 	<ul style="list-style-type: none"> ● Risk assessment, planning and management is demonstrated with positive client outcomes; issues are escalated as required. ● Harm reduction is demonstrated in all client care. ● All documentation and administration is completed in a timely manner and in line with clinical policies and procedures. ● Audit measures show compliance with organisation policy and procedure. ● Meets accreditation and certification standards. <ul style="list-style-type: none"> ● Relationships are proactively and effectively established and maintained with other alcohol and drug professionals and relevant referring agencies. ● Up to date knowledge of community resources and support services available is maintained. ● Actively participates in liaison and consultation with all other related and relevant services. ● Effective systems and processes are set up and maintained which enable liaison and consultation to occur. ● Internal and external stakeholders express satisfaction with relationships/inputs provided.

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. <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. Attends organisational training required for role. <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 Stand Up! and Amplify! staff Operations Manager – Youth Services Other Odyssey kaimahi 	<ul style="list-style-type: none"> Clients/rangatahi and their family/whānau or caregivers Suite of services in collaborative group External agency staff

Person Specification

Qualifications, Knowledge and Experience

- 1-3 years' experience working with young people/rangatahi and their family/whānau or caregivers in a social services, addiction and/or mental health sector setting
- Relevant tertiary (level 7) qualification e.g. Bachelors of Health Science, Social Work, Counselling, Psychology
- Registration with a relevant professional body e.g. HPCA, Social Work, DAPAANZ, or a pathway to gaining registration
- Demonstrated knowledge of the effects related to the misuse of alcohol and other drugs, including methamphetamines and other current substances of use and abuse
- 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 and/or the culture and traditions of Pacific peoples is desirable
- 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 young people/rangatahi, their abilities and motivation to help 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
- Fluency in English
- Excellent interpersonal and communication skills (written and oral)
- 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 good 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
- 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.

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.