

Job Description

Title:	Mental Health Clinician / Te Ata Puāo Pūkenga Hauora Hinengaro
Reports to:	Kaikōkiri Hinengaro-Mental Health Lead
Position Purpose:	To deliver Māori health practices alongside non-Māori clinical interventions to Tangata Whaiora and whānau experiencing mild to moderate distress. This role supports kaimahi to implement interventions and strategies, to promote positive mental health outcomes.
Date:	Jan 2026

Organisation Mission:	Ma te huruhuru ka rere te manu <i>A bird is adorned with its plumage in order that it may take flight</i>
Organisation Vision:	Me whakahaumanu te Mana o te whānau, a ka haere whakamua <i>Revitalise whānau for their future</i>

Core Responsibilities

Kaupapa Māori - Cultural	<ul style="list-style-type: none"> • Active liaison with Te Pou Taki around cultural matters. • The experience of whānau using the service and their whānau is mana enhancing. • Māori models of health are supported and promoted. • Promotes the development of a culturally safe environment for clients and staff. • Maintains culturally safe practices, including cultural consideration when working with clients, whanau and significant others. • Promote collaborative practice between Te Piki Oranga, CAMHS / AOD, Te Whatu Ora and Māori mental health providers.
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| Team Leadership | <ul style="list-style-type: none"> • Meet regularly with the team lead to ensure all service information is shared, and consistency is achieved. • Support other kaimahi working within the camhs team to provide comprehensive holistic support. |
| Service Delivery | <ul style="list-style-type: none"> • Obtain necessary referral information to initiate engagement with whānau. • Conduct comprehensive whānau ora plans, incorporating risk screenings (e.g., suicide, family violence) and cultural assessments to ensure responsive, whānau-centered care. • Use the Te Piki Oranga outcome measurement tools to track progress and inform care decisions. • Promoting the use of Māori health practices alongside non-Māori evidence based clinical interventions. • Leading Matauranga therapeutic programs and providing one to one or wider whānau interventions. • Appropriate cultural korowai and intervention is developed and implemented in conjunction with Tautoko Ahurea, Pūkenga Maanaki and whānau. • Social and health-related needs for whānau are identified for internal and/or external referrals. • Flexifund is utilised to provide access to programmes and services as needed when required (e.g., educational psychologist, psychotherapy, and cultural services). • Regular meetings and case management reviews are held with clinical and non-clinical kaimahi of the service. • Use the multidisciplinary team meetings and intake to support and assess whānau progress |
| Advocacy | <ul style="list-style-type: none"> • Ensure whānau centred care is reflected in documentation. • Ensure that client confidentiality, dignity and privacy are respected and maintained and that this is reflected in documentation where appropriate. • To maintain a professional and supportive relationship with client, caregiver agencies and rehabilitation services. • Works effectively to plan safe quality clinical care generating input from all stakeholders. • Proactively raises issues affecting care or access to care leading solutions to resolve problems and issues. • Utilises and acknowledges other team members' expertise to manage issues so that care is focused, efficient, streamlined and well-coordinated. • Role models excellence in clinical practice consistent with level of experience and enhances teamwork. |
| Reporting | <ul style="list-style-type: none"> • Maintain whānau files in the client management system. • Ensure documentation meets funder and statutory requirements. |



- Uphold client confidentiality and comply with privacy legislation.
 - Raise management issues in meetings with the leadership team.
 - Address enquiries from external agencies appropriately.
 - Stay updated on IT applications, health platforms, and technologies.
- General
- Undertake assignments, projects and other duties as negotiated with the Kaikōkiri Hinengaro-Mental Health Lead.
 - Support the broader mental health service by providing clinical consultation, collaboration, and secondary support to other mental health services across the team, including adult mental health.

Key Relationships

- External
- Tangata Whaiora
 - Te Piki Oranga Shareholders
 - Iwi
 - Manatū Hauora
 - Te Whatu Ora Mental Health and Addictions services
 - Primary Health Care Organisations
 - General Practice
 - NGO mental health services
 - MSD, Police and Community Corrections as required
 - Māori health and social service organisations
- Internal
- Tumuaki
 - Kaiwhakahaere Ratonga
 - Kaiwhakahaere Hinengaro
 - Pūkenga Kaiwhakahaere
 - Kaikōkiri Hinengaro-Mental Health Lead
 - Tapuhi Arahanga
 - Tautoko Ahurea
 - Te Pou Taki
 - Kaimahi

Core Competencies / Person Specifications

- Qualifications
- Relevant tertiary qualification in health or a health allied field.
 - Current registration as a mental health practitioner.
 - Clinical Knowledge – Strong understanding of mental health conditions, interventions, and best practices.



Preferred Experience	<ul style="list-style-type: none"> • Experience working in Māori models within mental health. • Experience working in a Māori organisation or with Māori kaimahi. • Experience working with a range of MH&A providers. • Leadership experience, has the ability to inspire, mentor, and coordinate a team effectively. • Experience of working with diverse cultures and/or groups.
Personal Attributes	<ul style="list-style-type: none"> • A commitment to cultural development and general continuous learning. • Auahi Kore (Smoke Free). • Healthy lifestyle. • Ability to use IT systems (e.g., Microsoft) and client management systems. • Flexible. • A full driver's licence.
Organisational Responsibilities	<ul style="list-style-type: none"> • The values of Te Piki Oranga are promoted and demonstrated. • All Te Piki Oranga policies and processes (e.g., health and safety, HR, procurement) are adhered to. • Knowledge is shared organisation wide. • Participate in the cultural activities of Te Piki Oranga. • Represent Te Piki Oranga appropriately as required. • Maintain effective relationships with colleagues, whānau and other organisations. • Te Piki Oranga upholds kawa whakaruruhau.
Competencies/ Behaviours	<ul style="list-style-type: none"> • Emotional Intelligence. • Clinical and process competence. • Resilience and boundary management. • Mana enhancing behaviour. • Clear, empathetic and professional communication. • Teamwork. • Influencing and commitment to continuous learning. • Integrity and ethical conduct, upholding confidentiality, professionalism, and ethical standards.

Te Piki Oranga Values

Te Piki Oranga is a Māori wellness service provider in Te Taihū o Te Waka-a-Māui (Nelson/Tasman/Marlborough). We have a range of kaimahi, who provide healthcare and prevention programmes for whānau from our health hubs in Wairau (Blenheim), Whakatū (Nelson) and Motueka, from our mobile clinics or in whānau homes. Our emphasis is on whānau wellbeing and our tūapapa (foundation) is a value (uara) based service that strives to meet the following:

Manaakitanga: Hospitality, kindness, generosity, support



Whanaungatanga:	Relationship, kinship, sense of family connection
Kaitiakitanga:	Guardianship and protection
Wairuatanga:	Spirituality
Kotahitanga:	Unity, collective action
Rangatiratanga:	Right to exercise authority

Change to the job description

From time to time, it may be necessary to consider changes in the job description in response to the changing nature of our work environment– including technological requirements or statutory changes. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required.

Mental Health Clinician /

Te Ata Puāo Pūkenga Hauora Hinengaro

Date

Approved: Anne Hobby
Tumuaki

Date

