

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, to feel hopeful about their future and to have meaningful relationships with friends and whānau.

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 haumaruru, 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 includes: <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). <p>Relationship Management</p> <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"> • 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 young people. • Utilises holistic models of health and wellbeing aligned with 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 debriefs with relevant team members to support reflections on clinical practise. • Young people 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. • 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.

<p>Health and Safety</p> <ul style="list-style-type: none"> • Identify and act on any potential risks to self or others, including client/whai ora, whānau and 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. 	<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 kaimahi 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.
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<p>Treaty of Waitangi</p> <p>Demonstrate knowledge and understanding of the Treaty of Waitangi and its application in this role</p> <p>Professional Development</p> <ul style="list-style-type: none"> • Be proactive in own professional development and meet organisational requirements by: <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"> • Attend 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. 	<p>Actions show knowledge and ability to apply the principles of the Treaty in the delivery of role.</p> <ul style="list-style-type: none"> • Has an individual development plan which is implemented. • 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 within 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. • Other work is undertaken and completed. Commitment and flexibility is demonstrated.
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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 NGO's

Person Specification

Qualifications, Knowledge and Experience

- Proven skills and experience in the management and treatment of clients/tangata whaiora/rangatahi and their family/whanau in a health-related setting
- Level 7 qualification (degree level) in a relevant area e.g. Bachelors in AOD, Health Science, Nursing, Psychology
- Registration with DAPAANZ, Social Work/HPCA professional body or be working towards this
- Understanding of the Treaty of Waitangi and how it applies to own professional practice
- Knowledge and interest in the philosophy of the organisation and its therapeutic models of care
- Commitment to achieving and maintaining high quality standards
- Experience of working in the social services, addictions and/or mental health sectors
- Experience and expertise in using Microsoft suite applications
- High regard for confidentiality and security, including client information
- Motivational Interviewing, clinical assessment and risk management Expertise
- Knowledge of Te Reo and/or Tikanga Maori is desirable
- Has a full and valid New Zealand driver's licence

Skills and Abilities

- Ability to engage with clients/rangatahi and build effective therapeutic relationships
- Ability to work alongside family members to guide and strengthen their strengths and resources
- Ability to make considered, context based clinical decisions in line with a model of care
- Strong interpersonal skills
- Ability to establish and maintain effective relationships with a range of stakeholders
- Ability to work under pressure, complete work on time and to a high standard
- Ability to prioritise and work with limited supervision
- 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
- Ability to take initiative and adapt to changing circumstances
- Ability to show discretion and tact
- High regard for confidentiality and security, including client information
- Ability to deal with conflict and defuse challenging situations
- Fluency in English and strong communication skills
- Good IT/word-processing skills
- Ability to acknowledge own limitations and be proactive on own self-development

Ngā pou pou | Pillars

Guiding Principles for kaimahi and tāngata whai ora.

Whakawhirinaki Trust	Reliable and shows great integrity
Pono Honesty	Transparency and openness underpins all actions
Haepapa Responsibility	Achieves and surpasses goals
Matapopōre 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 clients/whai ora and whānau

'Let's Get Real' Skills

Skills	Description	Competency Level - enhanced
Working with people experiencing mental health and addictions	Is supportive of kaimahi and clients/whai ora with mental health and addiction needs, focusing on their strengths	<ul style="list-style-type: none"> Builds and sustains trusting relationships with people accessing services. Works to support people to have hope for their recovery and wellbeing.
Working with Māori	Contributes to oranga and whānau ora for Maori kaimahi and Māori clients/whai ora with mental health and addiction needs	<ul style="list-style-type: none"> Works to ensure whānau Māori people can communicate in ways that work for them. Demonstrates understanding that Māori people may use metaphors to describe their experiences Supports and participates in tikanga Māori practices, as consistent with the preferences of the whānau. Supports whānau Māori to access Māori-responsive services and have access to kaumātua, kaimahi Māori and cultural interventions (eg, assessment, therapy).
Working with whānau	Encourages and supports the wellbeing of whānau and ensures they have access to information, education and support including children	<ul style="list-style-type: none"> Models effective whānau engagement. Explains to whānau their choices and options for involvement and support Works alongside and in partnership with whānau in a manner that values their strengths and expertise, and fosters and promotes recovery and wellbeing. Ensures whānau have access to relevant information, education and resources about wellbeing, mental health and addiction. Facilitates whānau inclusion in a person's recovery and wellbeing plans Facilitates whānau meetings that build support and understanding between whānau members

		<ul style="list-style-type: none"> Provides support or therapy to whānau, or refers them to appropriate services and groups Collaborates with whānau services and others across all sectors to support whānau.
Working within communities	Recognises that people and whānau who experience mental health and addictions needs, are part of communities	<ul style="list-style-type: none"> Contributes to communities to enhance their capacity to support the wellbeing of all people. Works with people accessing services to support their access to good housing, education, employment, financial resources and community participation. Demonstrates knowledge of evidence-based approaches to enhancing community connection, social inclusion and access to housing, education and employment. Supports people to develop and maintain positive relationships and positive roles with their communities. Demonstrates a comprehensive knowledge of community groups, services and resources Forms effective working relationships with key community groups and services.
Challenging discrimination	Challenges discrimination, & provides/ promotes a valued place for kaimahi and clients/whai ora with mental health & addiction needs	<ul style="list-style-type: none"> Promotes and models social inclusion and advocates for the elimination of discrimination relating to mental health and addictions. Supports self-advocacy for people with experience of mental health and addiction needs. Educates and supports others to recognise and address discrimination Promotes the positive aspects of working in mental health and addiction treatment services to external groups.
Applying law, policy and standards	Implements legislation, regulations, standards, codes and policies relevant to their role	<ul style="list-style-type: none"> Informs and educates others about standards of practice that recognise the significance of te reo Māori, te ao Māori and Māori models of practice. Applies legislation, regulations, standards, codes and policies in a way that protects and enhances the mana of people and whānau accessing services. Informs and educates others to understand and adhere to legislation, regulations, standards, codes and policies.
Maintaining professional & personal development	Participates in life-long learning, & personal and professional development, reflecting on & seeking ways to improve self/ team/service	<ul style="list-style-type: none"> Supports colleagues (including students) to achieve professional development goals and meet challenges. Models values-informed practice. Keeps up to date with best practice and participates in lifelong learning. Engages in ongoing professional development to ensure cultural responsiveness to the community.