**POSITION DESCRIPTION**

Role Title: Clinician  
Business Unit: Child & Family Services - Te Poutama Ārahi Rangatahi  
Reports to: Clinical Team Leader  
Salary Band: Social Services Band F

**Barnardos** is New Zealand's leading children's charity, doing more for Kiwi kids. Every year our services and people make a real and positive difference in the lives of thousands of children, young people and their families.

**Our vision / moemoeā**

An Aotearoa New Zealand where every child shines bright.

**Our mission/kaupapa**

Be the voice and greatest fan of the next generation  
Shape brighter futures via early education and targeted social services  
Create insightful ways to empower tamariki/children to shine bright

**Our Guiding Principles**

- Kotahitanga – Unity  
- Māiatanga – Realise Potential  
- Mahi tōtika – Do the Right Things Well

Ata Whakarongo – Hear with Intent  
Kalkōkiritanga – Progress with Purpose

Barnardos is committed to the Treaty of Waitangi as a founding document of New Zealand.

**Purpose of the role:**

The purpose of the role is to provide quality assessment and therapeutic support to the youth who are resident at Te Poutama Ārahi Rangatahi, with the aim of reducing the frequency and/or severity of their harmful sexual behaviour (HSB). This includes the provision of individual, group and family therapy.

**Purpose of the Business Unit:**

Child and Family Services through its residences provides a comprehensive and integrated residential treatment programme for adolescent males who have been referred by Oranga Tamariki offices throughout New Zealand. These young people are assessed to be at high risk of repeating harmful sexual behaviour. Through our work youth are safe from physical and emotional harm; their capability and resilience and that of their family/whanau is strengthened; they are empowered for the future and all youth are better understood and valued in their homes and communities.
Key Result Areas

Working with young people and families/whanau

Outcome: Therapeutic relationships with young people and their family/whanau are developed and maintained in a professional manner.

Key responsibilities include:

- Complete quality assessments for youth within 3 months of admission to Te Poutama.
- Provide individual, group and family/whanau therapy using a range of therapeutic modalities.
- Engage in effective treatment and case planning which reflects the application of programme treatment models and which involves key staff from all areas at Te Poutama.
- Provide risk assessments related to self-harm, suicide and absconding which are reviewed regularly.
- Provide clinical progress reports as required in a timely fashion.
- In conjunction with residential staff, take responsibility for ensuring that youth have behaviour management plans clearly aligned to their treatment goals and that residential staff have the skills and understanding required to implement these individual plans.
- Provide quality clinical supervision to Residential Youth Workers when required.
- Deliver training to residential staff relevant to clinician’s expertise where requested.

Key Relationships

Outcome: Effective relations are developed and maintained respectfully.

Key responsibilities include:

- Develop and maintain effective liaison networks across Barnardos and other agencies.
- Develop effective working relationships with relevant external agencies (public and private sector) and community and stakeholder groups (in particular Oranga Tamariki), community based treatment providers to ensure youth and families/whanau receive coordinated services.
- Develop, build and foster relationships with Iwi, Māori and Pacific peoples and other client groups within service delivery contexts to ensure that delivery of services are proactive, timely and appropriate that:
  - Take into account individual differences and the cultural and social context of the youth’s situation.
  - Validate the youth’s experience, beliefs and values and acknowledge their expertise in their own lives.
- Maintain appropriate professional boundaries
- Reflect Barnardos core principles
- Maintain good relationships with key staff within the clinical, residential administrative and education teams
- Demonstrate appropriate professional conduct at all times to ensure that Barnardos reputation is maintained in the community

Supervision & Development

Outcome: Formal and informal supervision with Clinical Team Leader is maintained in line with Barnardos supervision policy.

Key responsibilities include:
- Actively participate in formal and informal supervision with CTL on regular basis.
- Actively participate and contribute to team meetings, training and development.

Practice Standards

Outcome: Ensure systems are in place and implemented to provide safe practices so youth experience a non-abusive environment.

Key responsibilities include:
- Ensure that practice is planned in consultation with Clinical Team Leader and delivered within appropriate time frames.
- Ensure that practices are consistent with the Children, Young Person’s and their Families Act 1989, Barnardos policies and procedures and other relevant legislation.
- Participate in professional and team development and upskilling, including supervision and case reviews.
- Participate in mandatory training including but not limited to Ngā Pou e Whā, First Aid, NVCI/MAPPA and the Rights of Children in Care.
- Integrate professional development and training into practice.

Ngā Pou e Whā (Māori Strategy)

Outcome: Ensure all relationships are built with consideration of the Barnardos principles and Ngā Pou e Whā (Māori Strategy)

Key responsibilities include:
- Have a sound understanding of the principles of Ngā Pou e Whā, the Treaty of Waitangi and apply them to everyday practice.
- Ensure that all relationships are built with consideration of the Barnardos principles and Ngā Pou e Whā.
Health, Safety and Environment

**Outcome:** A safe and healthy working environment is maintained at all times.

**Key responsibilities include:**
- Take responsibility for own health and safety and ensure no action or inaction on your part harms others in the workplace.
- Comply with occupational health and safety legislation and regulations.
- Be familiar with and observe all safe work policies, procedures and instructions.
- Promote and participate in health and safety, maintain a safe workplace, and ensure that all equipment is used correctly at all times.

Projects or Other Duties as Required

**Outcome:** The team and function meets its purpose and strategy.

**Key responsibilities include:**
- Perform other duties which may reasonably be required which fit the role’s purpose, and for which the position holder is qualified or has received adequate training or instruction.

Key Relationships

All Barnardos employees have a responsibility for developing and maintaining excellent relationships. In this role, the **key relationships** to be developed are as follows:

<table>
<thead>
<tr>
<th>Within Barnardos NZ</th>
<th>Outside Barnardos NZ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Team Leader</td>
<td>Oranga Tamariki staff</td>
</tr>
<tr>
<td>Residence Manager</td>
<td>Community based treatments providers</td>
</tr>
<tr>
<td>Kaihautu</td>
<td>Families/whanau</td>
</tr>
<tr>
<td>Educational Leader</td>
<td>Ministry of Health, Ministry of Education, NZ Police staff</td>
</tr>
<tr>
<td>Residential Leadership team (OTLs)</td>
<td>Hapu/Iwi, Tangata Pasifika</td>
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<tr>
<td>Education, Clinical and Administration teams</td>
<td>On-site or contracted site visitors</td>
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### Person Specification

**Qualifications (or equivalent level of learning)**

<table>
<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>Masters qualification in recognised health profession.</td>
<td>Post-graduate study and/or or demonstrated experience in working in a therapeutic setting</td>
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<tr>
<td>Eligible for membership of an appropriate professional body</td>
<td>Current 1st Aid Certificate</td>
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<tr>
<td>Current full clean NZ Driver’s licence</td>
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### Experience

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<tr>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>Experienced and knowledgeable of a range of theoretical therapeutic models related to working with adolescents and families/whanau where HSB has occurred.</td>
<td>Experience delivering individual, group and family therapy to young people and their families/whanau.</td>
</tr>
<tr>
<td>Understanding the dynamics of sexual abuse, trauma, attachment issues and impact on young people and their families/whanau</td>
<td>Experience delivering therapeutic or psycho educational groups and an understanding of the process issues related to group work</td>
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### Knowledge

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<tr>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>An understanding of therapeutic community models of residential treatment and the role of residential staff in the environment</td>
<td>Knowledge or the ability to rapidly acquire knowledge of the Residential Care Regulations (1996).</td>
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### Skills and Competencies

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<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>High level oral and written communication skills</td>
<td>Demonstrate well developed conflict resolution skills and the ability to manage pressures effectively</td>
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<tr>
<td>Resilience and the ability to maintain performance under pressure &amp; stress</td>
<td>Cultural sensitivity towards Māori, Pasifika and persons from other cultures</td>
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<td>High level computer skills</td>
<td>Understands the issues faced by staff who work with clients who engage in HSB and has good self-care strategies in place.</td>
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Vulnerable Children Act 2014: This role is a Core Children’s Worker under the Vulnerable Children Act 2014.

Delegations and Authority
Human Resources
- Has no supervisory responsibility of staff

Financial – Budgetary and Expenditure Limits
  - Authorised to spend from Manager’s operating expenditure budget.
    - Purchase Orders
      - No authority to obtain Purchase Orders
    - Purchase Card (Fraedom Card)
      - Monthly limit of $500 and per transaction limit of $200

Correspondence
- Authority to sign external correspondence

Authorisation of Position Description
Positions in Barnardos may change over time as the organisation evolves and priorities ensure that Barnardos is able to adapt and respond to changes in the business environment. Any significant changes will be discussed between the jobholder and manager and will be approved by the relevant Executive Leadership Team (ELT) member.

<table>
<thead>
<tr>
<th>Authorised by:</th>
<th>General Manager, Child &amp; Family Services</th>
<th>Date authorised:</th>
<th>21 April 2017</th>
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Kia eke ai te hunga taitamariki
ki ngā rangi tūhāhā

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