

POSITION DESCRIPTION

Position Title:	Specialist Clinician (Counsellor/Therapist) Adolescent Programme - Christchurch
Reporting To:	Clinical Manager, Adolescent and Children's Programmes
Staff Responsibilities:	Nil
Position Summary:	Provide clinical assessment and intervention as part of a interdisciplinary team providing specialist treatment to adolescents who have engaged in harmful sexual behaviour, and their families/whanau

Organisation Context

STOP provides community-based assessment and treatment services to adolescents and adults who have sexually abused/sexually offended and to children who have engaged in concerning sexual behaviour. STOP is governed by a Trust Board, with a CEO responsible for the operational aspects of the organisation and a Clinical Manager and Team Leaders each responsible for the clinical services of the Children's, Regional and Adult Programmes. Currently Clinical Programmes are provided for Adult, Adolescent and Children in Christchurch; for Adolescents in Dunedin and Invercargill, Children and Adolescents in Nelson and for Adolescent and Child clients as possible on the West Coast. The STOP Programmes in Christchurch provide the services of Kaimahi staff for work with Maori clients and whanau.

Functional Relationships

Internal

- Clinical Manager - Adolescent and Children's Programme
- Clinical staff and contract workers – Adolescent programmes, Christchurch
- Senior Kaimahi Clinician
- Admin Support Team - Adolescent and Children's Programme

External

- Referral agencies/professionals
- Clients and families/whanau
- Community organisations/professionals
- Other related treatment providers

Key Result Areas	Performance Measures
Clinical Assessment	<ul style="list-style-type: none"> • Clinical assessment with individual clients and their families/whanau meets best practice standards • Administers relevant psychometric tests as appropriate to level of training. • Assessment reports are of a high professional standard and the results of the assessment are communicated to both parents and child/adolescent in appropriate language.
Clinical Treatment	<ul style="list-style-type: none"> • Individual, group and family therapy is provided to a best practice standard. • Group work and family therapy is facilitated with-in a co-gender context. • Progress Reviews and System Reviews are organised on time and feedback is focused and relevant. • Contributes to clinical planning, co-ordination and case management of the service in ways that results in effective outcomes. • Takes responsibility for consulting with clinical colleagues appropriately and makes sound clinical decisions
Records	<ul style="list-style-type: none"> • Keeps written records in accordance with guidelines laid down by the service • Statistical records are provided on time and according to service procedures.
Consultation and Liaison	<ul style="list-style-type: none"> • Liaises effectively with other services as clinical work requires. • Liaison with community organisations and professionals enhances outcomes for clients.
Supervision	<ul style="list-style-type: none"> • Is well prepared for supervision and makes good use of clinical and professional supervision. • Supervises other clinical staff within the team as required.
Professional Standards of Practice	<ul style="list-style-type: none"> • Professional competencies are maintained through: <ul style="list-style-type: none"> – Regular peer review – Attendance at approved training opportunities, conferences, courses, in-service seminars – Keeps up –to-date with literature and diagnostic tools relevant to the clinical assessment and treatment of children and adolescents

Key Result Areas	Performance Measures
Research	<ul style="list-style-type: none"> • Ensures that research projects are well designed, have ethics approval and are fully evaluated
Cultural	<ul style="list-style-type: none"> • Actively promotes the provision of clinical services, which reflect the cultural diversity of the client group and service area, taking into particular account the needs of Mana Whenua • Feedback from colleagues and clients indicates a culturally safe standard of practice • Service activity, development and implementation are undertaken in accordance with the principles of the Treaty of Waitangi, partnership and participation. • Consultation is undertaken with Kaimahi colleagues, Maori agencies and persons as appropriate.
Health and Safety	<ul style="list-style-type: none"> • Actively supports all health and safety initiatives • Ensures own and others safety at all times • Complies with policies, procedures and safe systems of work • Reports all incidents/accidents in a timely manner

Competencies Required for Role

Interpersonal Skills

- Personable and friendly, relates well to children, adolescents and adults. Builds an effective level of rapport with clients within a short period of time
- Excellent at reading situations (what's being said). Has an intuitive feel for understanding people's views and intentions
- Ability to make difficult decisions under pressure
- Ability to be resilient under stress and have strategies for dealing effectively with stress
- Effectively communicates in challenging situations (e.g. when message is difficult or different from majority view)
- Able to be assertive and stand firm on issues when appropriate

Skills and Knowledge

- Proven competency in clinical assessment and treatment of child and youth mental health problems
- Have a thorough understanding and experience in therapeutic work in the sexual abuse area with children and youth
- Robust understanding of the key frameworks/clinical practices in the area of sexual abusing intervention
- Experience and demonstrated competence in individual therapy, group therapy and family therapy with children and adolescents and some experience with co-gender facilitation
- May have some experience in work with adolescents with developmental delay, learning disabilities and intellectual disabilities
- Demonstrate a high degree of personal awareness, with an ability to address

transference and countertransference issues in relation to clinical work

- Commitment and knowledge of best practice supervisory practices and audit procedures
- Professional interest and skills in evaluation and research
- Have a working knowledge of the Treaty of Waitangi and the implementation of its principles, both generally and in the context of abuse
- Demonstrates effective and sensitive approaches to working with peoples of different and diverse cultural backgrounds
- Proven effectiveness in liaison and networking with community groups, agencies, and statutory organisations
- Demonstrated use of best practice methods of accountability and professional standards

Communication Skills

- Effective organisational skills
- Effective verbal and written communication skills in a range of settings
- Communication approach is appropriate for context and purpose required

Problem Solving

- Able to analyse multi-dimensional issues and identify the key issues in a complex situation. Sees the opportunities, implications and potential risks of such situations
- Solutions and judgements are supported by reasoned analysis that takes into account causes and consequences. Generates innovative solutions
- Able to think quickly and provide a reasoned response
- Considers the wider implications of their actions and decisions. Balances taking a short and medium-perspective.

Excellence Focus

- Is self-motivated in setting challenging goals and targets for themselves and is motivated to achieve goals and objectives of the service.
- Has a sound level of insight into own strengths and weaknesses, and is committed to addressing areas of weakness.
- Adapts easily to changes in the work context. Proactively manages conflicting demands on time.

Personal Attributes and Values

- Have a sound awareness of gender issues and the social context in which abuse occurs
- Demonstrate evidence of leading a non-abusive lifestyle and have resolved any issues of past abuse in ways that would not interfere with undertaking this work
- Sense of humour
- Ability to work closely with others in a cooperative manner to achieve professional and organisation goals
- Is aware how their own actions reflect on the employing organisation, and interacts with others (e.g. team members, clients, community) accordingly
- Is positive about demonstrating respect for other staff, clients and community group members

Conditions Of Employment

- Position hours per week as negotiated
- Monday to Friday - some early evening work is required and clinicians run a flexible diary to accommodate this.

Annual Leave

- Entitlement:- 5 weeks per annum pro rata
- Annual leave is to be taken within the year it is due (unless negotiated otherwise), calculated from the commencement date of employment
- Leave entitlement is established on a full time equivalent employment basis.

Other conditions

- All employees are required to belong to a professional association, which provides Professional Indemnity Insurance. STOP agrees to pay the annual professional association membership for the period of employment with STOP.
- STOP provides clinical supervision and professional training for employees