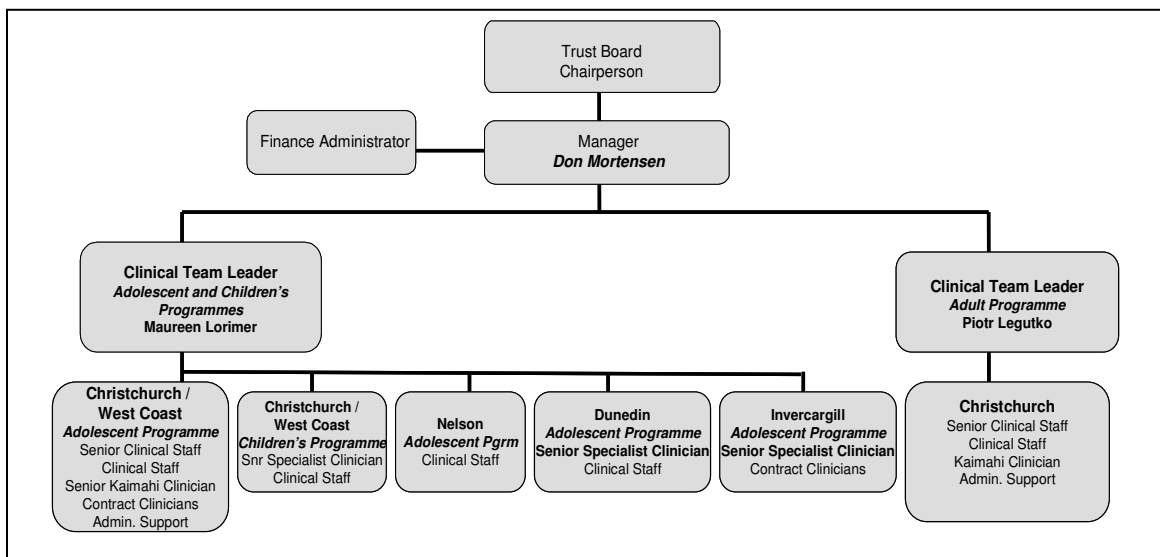


POSITION DESCRIPTION

Position Title:	Psychologist – Part Time Adolescent & Children’s Programmes - Christchurch
Reporting To:	Clinical Team Leader, Adolescent & Children’s Programmes
Staff Responsibilities:	Nil
Position Summary:	Provide clinical assessment, treatment and consultation as part of an interdisciplinary team providing specialist intervention to children and adolescents who have sexually abused and their families/whanau. Provide training, support and consultancy to clinical staff in the delivery and interpretation of psychometric tests and on child and youth mental health issues.

Organisation Context

The STOP Trust provides community-based assessment and treatment services to adolescents and adults who have sexually abused/sexually offended and to children who have engaged in harmful sexual behaviour. The STOP Trust is governed by a Trust Board, with a Manager responsible for the operational aspects of the organisation and Clinical Team Leaders each responsible for the clinical services of the Adolescent and Children’s Programmes and the Adult Programme. Clinical Programmes for young persons are provided in Christchurch, Nelson Dunedin and Invercargill, Programmes for children in Christchurch with outreach services to the WestCoast and Programmes for adults in Christchurch. The STOP Programmes in Christchurch provide the services of Kaimahi clinicians for work with Maori clients and whanau.



Functional Relationships

Internal

- Clinical Team Leader – Adolescent & Children’s Programmes
- Clinical staff, Adolescent & Children’s Programmes
- Clinical Staff- Adult Programme
- Clerical support Adolescent 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 psychometric tests. Provides training, support and consultancy to clinical staff in the administering of relevant psychometric tests. • Written interpretations of tests for clinical team members are provided in a form that is integrated with clinical observations. • Psychometric tests used by clinicians are regularly reviewed to ensure they are the most appropriate and robust tests for the purposes. • Assessment reports are produced to a high professional standard and the results of the assessment are communicated both to 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 within a co-gender context. • Case Reviews and System Reviews are organised on time and feedback is focused and relevant. • Psychological consultations regarding clients provided to Clinical team members are of best practice standard. • 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. • Liaises with other psychologists in related services as appropriate

Key Result Areas	Performance Measures
Supervision	<ul style="list-style-type: none">• Is well prepared for supervision and makes good use of regular clinical and professional supervision.• Supervises clinical psychology students (placements and interns) 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
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• Feedback from colleagues and clients indicates a culturally safe standard of practice• Clinical services and programme development are implemented and 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 The Role

Interpersonal Skills

- Personable and friendly, relates well to children, adolescents and adults and able to build an effective level of rapport with clients
- Ability to make difficult decisions under pressure
- Ability to be resilient under stress and have strategies for dealing effectively with stress
- Able to be assertive and stand firm on issues when appropriate

Qualifications, Skills and Knowledge

- Professional qualification in Clinical Psychology, Child and Family Psychology or Registered Psychologist (and eligible for NZ Registration).
- 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
- Some understanding of the key frameworks/clinical practices in the area of sexual abusing intervention would be an advantage
- Thorough knowledge of psychometric testing and interpretation, relevant to the client group
- Extensive experience and demonstrated competence in individual therapy, group therapy and family therapy with children and adolescents and some experience with co-gender facilitation
- Some experience in work with adolescents with developmental delay, learning disabilities and intellectual disabilities would be an advantage
- 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 it's 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
- Personable and friendly and builds an effective level of rapport with clients and professionals
- Effectively communicates in challenging situations

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
- Diligent worker with high work capacity and highest standards of practice

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 - part-time as negotiated.
- All applicants must be New Zealand residents or hold an appropriate New Zealand work permit to undertake this position. If required, assistance will be provided by the Trust to obtain a New Zealand work permit.
- Salary will be commensurate with qualifications and experience and will be negotiated with the preferred applicant. The Salary scale will reflect a similar level to the Department of Corrections Salary scale
- The Annual leave Entitlement is five weeks per annum. Leave entitlement is established on a full time equivalent employment basis
- All Employees are required to belong to a professional association, which provides Professional Indemnity Insurance. STOP Trust will pay the annual professional association membership for the period of employment with STOP.
- The Trust provides clinical supervision and professional training for Employees