

POSITION DESCRIPTION

Position Title:	Specialist Clinician Adult Programme - Christchurch
Reporting To:	Team Leader, Adult Programme
Staff Responsibilities:	Nil
Position Summary:	Provide clinical assessment, treatment and consultation as part of a interdisciplinary team providing specialist intervention to adults who have sexually abused/sexually offended 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 sexualised behaviour. STOP is governed by a Trust Board, with a Chief Executive responsible for the operational aspects of the organisation, Team Leader responsible for the clinical services of the Adult Programme, Clinical Manager and Team Leaders responsible for the Adolescent Programmes and Children's programme. Clinical Programmes for young persons are provided in Christchurch, Dunedin, Invercargill and Nelson and Programmes for Adults in Christchurch. The STOP Programmes in Christchurch provide the services of Kaimahi staff for work with Maori clients and whanau.

Functional Relationships

Internal

- Team Leader - Adult Programme
- Clinical staff -Adult Programme
- Clerical support- Adult 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 meets best practice standards and are completed within specified time frames • Psychometric tests are administered and interpreted relevant as appropriate to level of training. • Assessment reports are of a high professional standard and the results of the assessment are effectively communicated to both client, support persons and referring professionals in appropriate language.
Clinical Treatment	<ul style="list-style-type: none"> • Individual therapy, group therapy and family work are provided to best practice standard. • Case Reviews and System Reviews are organised on time and feedback is focused and relevant. • Maintains client workload as determined by and consistent with workload management system
Consultation and Planning	<ul style="list-style-type: none"> • 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.
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.

Key Result Areas	Performance Measures
Supervision	<ul style="list-style-type: none"> • Is well prepared for supervision and makes good use of clinical and professional supervision.
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
Research	<ul style="list-style-type: none"> • Contributes to research activities as appropriate
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 and 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

Qualifications, Skills and Knowledge

- Proven competency in clinical assessment, clinical reports and problem formulation
- Have a recognised qualification in Social Work, Counselling, Nurse Specialist or Psychology
- Have a thorough understanding and experience in therapeutic work in the sexual abuse field
- Robust understanding of the key frameworks/clinical practices in the area of sexual abusing intervention and/or violence/Alcohol and Drug intervention
- Experience and demonstrated competence in individual therapy, group therapy and family work
- Some experience with co-gender facilitation
- 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
- 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 is either fulltime or 30-32 hours as negotiated
- Normal full time hours are 40 hours Monday to Friday between 8.30am – 6.30pm
- Regular evening work is required to co-facilitate a therapy group up to two evenings per week.
- All applicants must be New Zealand residents or hold an appropriate New Zealand work permit to apply for this position
- Salary will be commensurate with qualifications and experience and will be confidentially negotiated with the preferred applicant
- 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 will pay the annual professional association membership for the period of employment with STOP.
- The Trust provides clinical supervision and professional training for Employees