

POSITION DESCRIPTION

Position Title:	Specialist Clinician Adolescent and Children’s Service
Reporting To:	Clinical Manager, Children’s and Adolescent Services
Position Summary:	Provide clinical assessment and intervention as part of an interdisciplinary team providing specialist treatment to adolescents and children who have engaged in harmful sexual behaviour and their families/whanau

Organisation Context

STOP provides community-based assessment and intervention services for adolescents and adults who have engaged in harmful sexual behaviour and for children who have engaged in concerning sexualised behaviour. STOP is a charitable trust governed by a Trust Board, with a CEO responsibility for the operational aspects of the organisation and a Clinical Manager and Team Leaders each responsible for clinical services. Services are delivered across the South Island.

Functional Relationships

Internal	External
<ul style="list-style-type: none"> • Clinical Manager - Adolescent and Children’s Programme • Team Leaders – Children, Girls’ and Adult Programmes • Regional Team Leaders – Nelson, Dunedin and Invercargill • Practice Leader – Adolescent Programme Christchurch • Clinical staff and contract workers – Adolescent programmes, Christchurch • Whanau Social Worker • Administrative support - Adolescent and Children’s Programme 	<ul style="list-style-type: none"> • Referral agencies/professionals • Clients and families/whānau • 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 within a co-gender context. • Case 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.

Key Result Areas	Performance Measures
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 whanau social worker, Māori 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

- Have a professional qualification in psychology, counselling, social work or equivalent and be eligible for membership of a relevant professional association
- 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/harmful sexual behaviour area with children and youth
- Robust understanding of the key frameworks/clinical practices in the area of harmful sexual behaviour 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 children/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 evening work is required and time in lieu is granted to cover this requirement

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. STOP agrees to pay the annual professional association membership and annual practising certificate for the period of employment with STOP.
- STOP provides clinical supervision and professional training for Employees