

## POSITION DESCRIPTION

<b>Position Title:</b>	<b>Specialist Clinician Adult Service - Christchurch</b>
<b>Reporting To:</b>	Team Leader, Adult Services
<b>Staff Responsibilities:</b>	Nil
<b>Position Summary:</b>	Provide clinical assessment, treatment and consultation as part of a interdisciplinary team providing specialist intervention to adults who have engaged in harmful sexual behavior or sexually offended and their families/whanau

### Organisation Context

STOP provides community-based assessment and treatment services to adolescents and adults who have engaged in harmful sexual behaviour or 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, Clinical Manager and Team Leaders responsible for the clinical services. Clinical services for young persons and children are provided in Christchurch, Dunedin, Invercargill and Nelson and services for Adults in Christchurch, Dunedin and Nelson.

### Functional Relationships

#### Internal

- Team Leader - Adult Services
- Clinical staff and clerical support - Adult Services

#### External

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

<b>Key Result Areas</b>	<b>Performance Measures</b>
<b>Risk Assessment</b>	<ul style="list-style-type: none"> <li>• Risk assessment meets best practice standards and are completed within specified time frames</li> <li>• Risk Assessment tools are administered and interpreted. These include Static 99R, Stable 2007, VRS-SO, SAPROF &amp; Armidilo.</li> <li>• 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.</li> </ul>
<b>Clinical Treatment</b>	<ul style="list-style-type: none"> <li>• Individual therapy, group therapy and family work are provided to best practice standard.</li> <li>• Case Reviews and System Reviews are organised on time and feedback is focused and relevant.</li> <li>• Maintains client workload as determined by and consistent with workload management system</li> </ul>
<b>Consultation and Planning</b>	<ul style="list-style-type: none"> <li>• Contributes to clinical planning, co-ordination and case management of the service in ways that results in effective outcomes.</li> <li>• Takes responsibility for consulting with clinical colleagues appropriately and makes sound clinical decisions</li> </ul>
<b>Records</b>	<ul style="list-style-type: none"> <li>• Keeps written records in accordance with guidelines laid down by the service</li> <li>• Statistical records are provided on time and according to service procedures.</li> </ul>
<b>Liaison</b>	<ul style="list-style-type: none"> <li>• Liaises effectively with other services as clinical work requires.</li> <li>• Liaison with community organisations and professionals enhances outcomes for clients.</li> </ul>

<b>Key Result Areas</b>	<b>Performance Measures</b>
<b>Supervision</b>	<ul style="list-style-type: none"> <li>• Is well prepared for supervision and makes good use of clinical and professional supervision.</li> </ul>
<b>Professional Standards of Practice</b>	<ul style="list-style-type: none"> <li>• Professional competencies are maintained through: <ul style="list-style-type: none"> <li>– Regular peer review</li> <li>– Attendance at approved training opportunities, conferences, courses, in-service seminars</li> <li>– Keeps up –to-date with literature and diagnostic tools relevant to the clinical assessment and treatment</li> </ul> </li> </ul>
<b>Research</b>	<ul style="list-style-type: none"> <li>• Contributes to research activities as appropriate</li> </ul>
<b>Cultural</b>	<ul style="list-style-type: none"> <li>• 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</li> <li>• Feedback from colleagues and clients indicates a culturally safe standard of practice</li> <li>• Service activity, development and implementation are undertaken in accordance with the principles of the Treaty of Waitangi, partnership and participation.</li> <li>• Consultation is undertaken with Kaimahi colleagues, Maori agencies and persons as appropriate.</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>• Actively supports all health and safety initiatives</li> <li>• Ensures own and others safety at all times</li> <li>• Complies with policies, procedures and safe systems of work</li> <li>• Reports all incidents/accidents in a timely manner</li> </ul>

## Competencies Required for Role

### Interpersonal Skills

- Personable and builds an effective level of rapport with clients within a short period of time
- 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
- Able to be assertive and directive around issues when appropriate

### Qualifications, Skills and Knowledge

- Proven competency in risk assessment ( Static 99R, Stable 2007, VRS-SO, SAPROF, Armidilo), clinical formulation and reports with adults
- Have a recognised qualification in Social Work, Counselling, Psychology or equivalent
- Have a thorough understanding and experience in therapeutic work in the field of harmful sexual behaviour/sexual offending
- Robust understanding of the key frameworks/clinical practices in the area of harmful sexual behaviour/ sexual offending assessment and intervention with adults
- Experience and demonstrated competence in individual therapy, group therapy and family work.
- Experience of working with individuals with an intellectual disability is desirable.
- Some experience with co-gender group 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 experience in cross cultural intervention and demonstrates effective and sensitive approaches to working with peoples of different and diverse cultural backgrounds and an ability to apply this to the NZ context with respect to principles of Treaty of Waitangi
- 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.
- 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 and developing strengths.
- 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.
- 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 fulltime
- 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 visa .
- 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.
- The Trust provides clinical supervision and professional training for Employees.