

POSITION DESCRIPTION

Position Title:	Psychologist Adolescent Service - Christchurch
Reporting To:	Clinical Manager Adolescent and Children's Services
Staff Responsibilities:	Nil
Position Summary:	<p>Provide clinical assessment, treatment and consultation as part of an interdisciplinary team providing specialist intervention to adolescents who have engaged in harmful sexual behaviour and their families/whānau.</p> <p>Provide training, support and consultancy to clinical staff in the delivery and interpretation of psychometric tests and on child and adolescent mental health issues.</p>

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 responsible for the operational aspects of the organisation and 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 Team Leader - Adolescent & Children's Services • Clinical staff, Adolescent & Children's Services • Clinical Staff- Adult Service • Admin support 	<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"> • Specialist psychological assessment with individual clients and their families/whānau meets best practice standards including interpretation and integration of complex data from a variety of sources such as psychological and neuropsychological tests, self-report measures, rating scales, observations, interviews with clients, family members and others. • Assessment reports are produced to a high professional standard and the results of the assessment are communicated both to parents and children in appropriate language. • Provides training, support and consultancy to clinical team in the administering of relevant psychometric tests. • Support and training to staff/team in developing psychological formulations. • Provide up to date templates for psychometric write up.
Clinical Treatment	<ul style="list-style-type: none"> • Psychological therapy provided to Individuals and family in adherence with clinical guidelines • 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 result 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, Liaison and Training	<ul style="list-style-type: none"> • Liaison with community organisations and professionals enhances outcomes for clients. • Liaises with other psychologists in related services as appropriate • Consultation regarding complex client presentations and mental health issues, contributing to internal processes including progress reviews or end of assessments where appropriate.

Key Result Areas	Performance Measures
Neuropsychological Assessment	<ul style="list-style-type: none"> • Provide neuropsychological assessment (WAIS/WISC) as requested including feedback to client, family and other relevant agencies. • Assisting in identifying recommendations/treatment goals for client involved. • Oversight of write ups of psychometrics for staff/team.
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: • 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
Research and Evaluation	<ul style="list-style-type: none"> • Ensures that research projects are well designed, have ethics approval and are fully evaluated • Contributing to evidence based practice
Cultural Competency	<ul style="list-style-type: none"> • Demonstrate safe and respectful practice from a sound understanding of cultural difference.
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
<p>Interpersonal Skills</p> <ul style="list-style-type: none"> • 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 mental health problems
- Have a thorough understanding and experience in therapeutic work in the areas of attachment and trauma
- Some experience of therapeutic work in relation to sexual abuse is desirable
- Some understanding of the key frameworks/clinical practices in regard to harmful sexual behaviour would be an advantage
- Thorough knowledge of psychometric testing and interpretation, relevant to the client group
- Some experience in work with children 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 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
- 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 recommendations 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 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 Annual leave Entitlement is five weeks per annum. Leave entitlement is established on a full time equivalent employment basis
- Free health insurance is provided
- 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