

POSITION DESCRIPTION

Position Title:	Specialist Clinician Adolescent Service
Reporting To:	Clinical Manager, Children’s and Adolescent Services
Position Summary:	Provide clinical assessment and intervention as part of a interdisciplinary team providing specialist treatment to adolescents 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 • Regional Team Leaders – Nelson, Dunedin and Invercargill • Practice Leader – Adolescent Programme Christchurch • Clinical staff and contract clinicians – Adolescent programmes, Christchurch • 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 are 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.
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 Kaimahi colleagues, 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 and adults. 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

Skills and Knowledge

- Have a professional qualification in psychology, counselling, social work or equivalent
- Proven competency in clinical assessment and treatment of child mental health problems
- Has an understanding of trauma and attachment informed clinical practice
- May have an understanding and experience in therapeutic work with concerning sexualised behaviour with children
- May have an understanding of the key frameworks/clinical practices in the area of concerning sexualised behaviour intervention
- Experience and demonstrate competence in individual therapy and family therapy with children

- May have some experience in work with children 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
- Proven effectiveness in liaison and networking with community groups, agencies, and statutory organisations
- Demonstrate sound cultural competence in their approach to working with people of different and diverse cultural backgrounds and an ability to apply this to the NZ context with respect to principles of the Treaty of Waitangi

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.

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, areas for development and is able to identify gaps in their practice and is committed to ongoing professional development.
- Adapts easily to changes in the work context. Proactively manages conflicting demands on time.

Personal Attributes and Values

- Have a commitment to child protection and community safety.
- Sense of humour.
- Holds to ethical practice.
- Has sound personal values.
- Ability to work closely with others in a co-operative manner to achieve professional and organisational goals.

Conditions of Employment

- Full time (40 hours per week) or as negotiated
- Monday to Friday; some early evening work may be required and time in lieu is granted to cover this requirement
- Annual Leave - 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 and is established on a full-time equivalent employment basis.
- STOP provides clinical supervision and professional training for Employees
- Free medical insurance