

POSITION DESCRIPTION

Position Title:	Specialist Clinician Adult Service
Reporting To:	Team Leader, Adult Service
Staff Responsibilities:	Nil
Position Summary:	Provide clinical assessment and treatment as part of an interdisciplinary team providing specialist intervention to adults who have engaged in harmful sexual behavior 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 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 and 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 Service
- Clinical staff and clerical support - Adult Service

External

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

Key Result Areas	Performance Measures
Assessment	<ul style="list-style-type: none"> • Assessments meet best practice standards and are completed within specified time frames • Assessment tools are administered and interpreted. These include VRS-SO, SAPROF:SO & Armidilo-S • Assessment reports are of a high professional standard and the results of the assessment are effectively communicated in appropriate language to both client, support persons and referring professionals
Treatment	<ul style="list-style-type: none"> • Individual and group treatment sessions are provided to best practice standard • Effectively engages support and accountability networks in treatment to achieve best outcomes • 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, development and co-ordination 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
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"> – Taking responsibility for completing and regularly reviewing annual professional development plan – Attendance at approved training opportunities, conferences, courses, in-service seminars – Keeping up –to-date with current literature and diagnostic tools relevant to clinical assessment and treatment and best practice standards across the field
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 • Has working knowledge of relevant cultural frameworks and models of health 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 builds an effective therapeutic alliance 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
- Effective organisational skills
- Able to be assertive and directive around issues when appropriate

Qualifications, Skills and Knowledge

- Proven competency in assessment (VRS-SO, SAPROF:SO, Armidilo-S or equivalents), clinical formulation and report writing
- Have a recognised qualification in Social Work, Counselling, Psychology or equivalent
- Have a thorough understanding of, and experience in, therapeutic work in the field of harmful sexual behaviour
- Robust understanding of the relevant key theory/frameworks/clinical practices in the area of harmful sexual behaviour regarding assessment and intervention with adults
- Experience and demonstrated competence in delivering individual and group based intervention programmes
- Experience of working with individuals with an intellectual disability is desirable
- Some experience with group facilitation
- Demonstrate a high degree of reflective practice
- Commitment and knowledge of best practice relating to supervision
- Professional interest and skills in evaluation, programme development and research
- 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 Treaty of Waitangi
- Proven effectiveness in liaison and networking with community groups, agencies, and statutory organisations
- Knowledge of best practice relating to assessing and responding to risk and the development of safeguarding requirements
- Demonstrated use of best practice methods of accountability and professional standards

Communication Skills

- Effectively communicates in challenging situations
- 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 term 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 areas for development, 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
- 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 a permanent role
- Normal full time hours are 40 hours Monday to Friday between 8.30am – 6.30pm
- Regular evening work is required to co-facilitate group sessions 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.
- *Stop* provides free health insurance, clinical supervision and professional training for Employees.