

Position Title: Clinical Consultant, Mental Health
Reporting Manager: Regional Operations Manager
Tier: Tier 4
Division: Mental Health and Wellbeing
Location: Napier

Who we Are

HealthCare NZ provides a wide array of health and human services to people throughout New Zealand. We serve people in their homes and communities as well as in specialised treatment settings. We help people gain access to needed services and provide oversight and management services for people who have disabilities, ensuring they receive vital services, are safe, well-cared for and live as independently as possible.

HealthCare NZ's vision is to be a leader in community support and a partner in community wellbeing. Since 1988 we have been caring, supporting and empowering people in need to live independently, safely and well in their community. Our commitment is to provide a way of working with those we support, stakeholders, business partners and staff based on our values - respect, support and excellence.

We work with a range of partners in local and central Government, public and private sector agencies and community groups to advise on delivering effective and efficient healthcare now and in the future.

Clinical Consultant, Mental Health

Why You're Here

The Clinical Consultant, Mental Health is responsible for providing clinical leadership and advice across Healthcare NZ's Mental Health and Wellbeing Services with a specific focus on specialist mental health services. You will be involved in the design and implementation of clinical services to Mental Health and Wellbeing clients across New Zealand in a manner that ensures these services are of the highest quality and always client-centred, evidenced based and culturally informed.

You will hold a key position of influence within the Mental Health and Wellbeing national and regional leadership teams as subject matter expert in mental health assessment and treatment and contribute to the strategic vision of the Mental Health and Wellbeing division. You will maintain and develop internal and external stakeholder relationships and contribute to business growth and development by pursuing business opportunities at a national and local level.

You will work collaboratively with and provide specialist advice to the leadership teams to influence and develop Specialist capability in Mental Health assessment and treatment providing assurance of Quality of Service to meet the Mental Health & Wellbeing contractual and financial objectives. You will share your skills with others in the team and provide training and supervision to our specialist mental health staff.

What You'll be Doing

Strategy

- Contribute to strategy development for the mental health and wellbeing division from a clinical perspective
- Lead on the design, implementation and maintenance of mental health assessment and treatment services that are client-centred, evidenced based and culturally informed.
- Create and communicate clarity to staff, customers, and internal and external stakeholders regarding the purpose, objectives, and success factors of the business.
- Lead the development of mental health clinical policy, tools and frameworks to meet the requirements of our strategy, business and contractual objectives.

Clinical Leadership, Advice and Guidance

- Our point of difference is our clinically led model of service delivery. You will lead the development of clinically led models of service delivery across Mental Health assessment and treatment services
- Work with the Clinical Services Lead, Specialists and Managers to create a cohesive clinical team.
- Build clinical capability through supervision, training and consultation for specialists nationally, recommending workforce development strategies to the National Leadership Team
- Communicate and reinforce clarity of vision and strategy to influence mind shift.
- Build relationships with staff and be visible (whilst still promoting the local manager as first point of contact).
- Implement processes and provide advice consistent with organisational plans, policies and values.
- Work with managers and Specialists to plan and implement change in an inclusive, people-focused manner.
- Keep abreast of Mental Health sector developments and represent the views of Mental Health and Wellbeing in such forums.
- Provide and develop clinical triage and practice and work with Specialist Services Managers for allocation of mental health assessment and treatment referrals

Quality Development / Risk Management

- Advise on and influence mental health service delivery standards and quality performance indicators across the Mental Health and Wellbeing Division.
- Monitor the quality performance of mental health assessment and treatment services.
- Lead or contribute to the management and response to high risk incidents in collaboration with Clinical Services Lead, Managers and Specialists.
- Engage with internal and external auditors to ensure that continuous improvement is practiced.

- Ensure that all mental health assessment and treatment services provided meet national standards and clinical best practise guidelines.
- Collaborate with and advise the leadership team to ensure the Mental Health clinical workforce meets required level of competency for services delivered.
- Facilitate the development and ongoing review of Mental Health and Wellbeing's clinical policies and processes for the identification, reporting and required responses of clinical risk.

The Rules that are Important

- Comply with company policies, guidelines and procedures
- Behave in a manner consistent with the values and conduct standards of the organisation.
- Promote and support initiatives that contribute to a healthy and safe working environment for employees, visitors and contractors
- Ensure compliance with health and safety policy and procedures, including accident and incident reporting, investigation, hazard management, induction, employee participation, visitor and contractor management
- Ensure awareness of, and adherence to, all employment and Health & Safety legislative requirements.

The Skills, Knowledge and Experience You'll Need

- A commitment to ensuring the rights of clients are upheld and respected
- Currently registered with the New Zealand psychology board in clinical and preferably neuropsychological scopes
- Proven clinical leadership experience
- Demonstrates specialist skills in and knowledge of assessment and treatment of mental ill health and the impact of trauma
- Demonstrated experience in the successful implementation and completion of clinical projects that have resulted in improved service benefits and outcomes
- Strong existing stakeholder relationships within the mental health sector and experience in developing relationships and networks
- Demonstrates effective facilitation, negotiation and conflict management skills
- Understanding of change management approaches and proven ability to motivate others to engage in change initiatives
- An understanding of the treaty of Waitangi and commitment to bi-cultural practice
- Demonstrates a commitment to undertaking evaluation/research alongside clinical practice
- Excellent verbal and written communication skills
- Excellence in professional report writing
- Ability to travel to meet the demands of the role
- Current Full NZ driver's licence

Key Relationships

- **External:** People with support needs due to mental ill health, trauma or disability, family/whanau and advocates, support networks, service providers, external agencies, clinical networks, universities, funders, other professionals
- **Internal:** General Manager, Regional Operation Managers, Specialist Services Managers, Behaviour and Wellbeing Specialists, all other Mental Health and Wellbeing Specialist staff, other regional and operational staff of the Healthcare NZ group

Agreement:

I agree to the outline of the role in this job description and recognise that the contents may need to be amended from time to time to reflect changing business requirements.

I, as job holder, allow my Manager to gather information from third parties where necessary for the purpose of performance management.

Name: _____

Signature: _____

Date: ____ / ____ / ____