

Position Title: Clinical Psychologist
Reporting Manager: Specialist Services Manager
Tier: Tier 5
Division: Mental Health & Wellbeing
Location: Hawkes Bay

Who we Are

Gains Psychology and Wellbeing Services provide specialist support to New Zealanders across a range of wellbeing needs. As well as providing self-funded psychology and counselling support, we partner with a range of organisations to provide funded support, including ACC, Health Hawkes Bay, NZ Police, Fire and Emergency New Zealand and Oranga Tamariki.

The depth and breadth of our experience means our capabilities cover an extensive range of skills and expertise. As an organisation we recognise our obligation to Te Tiriti o Waitangi and acknowledge Maori as tangata whenua who have unique values, social structures and worldviews.

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.

The Gains team currently deliver services to children, and adults that are clinically safe and responsive to client need. We are looking for a Clinician who will be person driven, effective and culturally relevant.

Wellbeing Specialist

Why You're Here

You will be an experienced clinician who is looking to contribute to a capable and caring team culture.

The key purpose of the role is to deliver high quality clinical and professional services based on personalised assessment, individual or group therapy and education in wellbeing for a wide range of clinical presentations, consistent with our contract obligations with ACC, PHO's, MOH, DHB's and other providers.

You will use a range of evidence based assessment and therapeutic models. You will work alongside clients and other professionals to help facilitate sustained and enduring change, stabilisation and/or safety for the client.

You will be part of the wider Explore team of Wellbeing and Behaviour Specialists who provide assessment, individual and group therapy, consultation and advice, training and supervision, working in both transdisciplinary and multidisciplinary contexts to bring together a variety of disciplines and expertise.

What You'll be Doing

Strategy

- Engage with internal and external stakeholders to ensure their interests are met in the delivery of our services
- Contribute to the development or implementation of service delivery and clinical strategies in collaboration with the Explore team and other business functions

Building Relationships & Networks

- Establish and maintain positive and genuine relationships with clients, whanau, colleagues, and stakeholders.
- Engage appropriately and effectively with diverse cultural backgrounds ensuring particular beliefs and needs of clients are taken into account and supported
- Work effectively with Maori including liaison with local Maori to build capacity and relationships in the community
- Consider other's perspectives and handle upset clients and client families by hearing them out, empathising, and taking responsibility for resolving problems.
- Utilise strength-based and solution focused approaches when consulting with clients and stakeholders
- Build strong relationship/alliances with clients and other key stakeholders that motivate them to engage in positive change and overcome significant barriers (e.g. complex mental health concerns).

Clinical and Ethical Service Delivery

- Maintain and promote a high level of client confidentiality and professional boundaries at all times
- Protect and promote the rights, dignity and social inclusion of clients
- Commit to adapting assessment, therapy, intervention and consultation to meet the needs of Maori and other cultural groups.
- Complete assessments using a range of data and information collection tools including standardised tests.
- Understand and use a range of therapeutic modalities appropriate to the client group e.g. CBT, third wave therapies, EMDR or other psychotherapeutic approaches.
- Identify, assess and mitigate risk in client work and when supporting Behaviour Specialist supervisees and other colleagues
- Evaluate new ideas and innovation with careful judgement of risks and benefits of new methods, tools, and techniques.
- Evaluate progress with clients; manage and adjust therapy timeframes to meet the needs of the person, relevant to the contract the person is seen under.

Customer Focus

- Develop intervention and therapeutic plans that take into account the person's culture, needs, environment, skill development and circumstances
- Work collaboratively with clients to develop and review therapy goals to create sustainable and enduring change or to support stabilisation
- Facilitate psychoeducation using appropriate techniques for children, young people and adults.
- Ensure that planning, design, provision and evaluation of services is consistently applied and the effectiveness of the intervention is adjusted appropriately to support the needs of the client.

Concern for Quality & Standards

- Work to maximise safety and wellbeing, identifying and mitigating risk
- Work independently to meet key deliverables and specified timeframes, and manage caseloads to meet service expectations
- Monitor, review, evaluate and maintain reports/records on client progress towards goals and outcomes

- Abide by all ethical and legal standards referring to and applying key documents to everyday practise to ensure clients receive support that responds to their physical, spiritual, intellectual and cultural needs
- Apply a high standard of accuracy and timeliness in completion of notes, documents, and records of work undertaken, complying with professional and legal obligations
- Compile reports and other written communication that is clear, concise and meet the needs of the target audience
- Independently establish work practices that achieve a high level of service quality, accurately identify how critical various tasks are, prioritising time and energy accordingly; supporting less experienced Behaviour Specialists to do the same.
- Accept responsibility for outcomes of one's work; admit mistakes and refocus efforts when appropriate, and when undertaking Behaviour Support work is able to work without a high level of supervision
- Prepare, facilitate and deliver adult learning demonstrating an in-depth content knowledge with appropriate examples and activities to support participant's learning and safety
- Clearly, effectively, and diplomatically convey, adapt and receive information through multiple modalities (e.g., verbal, written, non-verbal)

Continuous Improvement

- Identify appropriate professional guidance to ensure safety concerns, limits of competence, and organisational expectations are addressed. If working in Behaviour Support you will work at an advanced level within your scope and with a high level of independence,
- Independently engage in self-reflection and on-going professional development, utilising supervision to advance scope of practice and complexity of casework.
- Set goals that align to service improvement and advancement of competencies for yourself and the wider team.
- Keep up to date with development of evidence based practice, educating colleagues in these practices.

The Rules that are Important

- Comply with all company policies, guidelines and procedures
- Behave in a manner consistent with the values and conduct standards of the organisation
- Embrace and promote a working environment that is culturally diverse
- Promote and support initiatives that contribute to a healthy and safe working environment for employees, visitors, contractors, and the people we support
- 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
- Take direction of your manager and the business to undertake any other reasonable tasks which are within your ability to complete.

The Skills, Knowledge and Experience You'll Need

- Experience in providing a range of therapeutic modalities appropriate to a diverse and complex range of mental health issues e.g. CBT, third wave therapies, and other psychotherapeutic approaches.
- Experience or validated training in relevant interventions such as ACT, DBT, EMDR
- A minimum of 2 years full registration as a Clinical Psychologist with the New Zealand Psychologists Board (all scopes)
- A current Annual Practising Certificate (APC) as relevant to membership/registration
- Able to apply Maori models of wellbeing and basic Tikanga practices to protect the cultural safety of Maori clients, team members, and self
- An understanding and commitment to the Code of Health and Disabilities Services Consumer Rights, Professional and regulatory requirements

- Excellent interpersonal and influencing skills and highly developed emotional intelligence, proactive and responsive to client needs and colleagues/team needs, including an ability to build rapport;
 - Excellent verbal and written communication skills, including competence in professional report writing.
 - A proven ability to self-manage, set standards, and provide timely response to service expectations
 - Proven ability to work in teams
 - Sound judgement and a high level of integrity
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- Specialist knowledge and understanding of the principles of evidence-based therapeutic approaches.
 - Ability to conduct appropriate (including complex) case formulation
 - Ability to undertake evaluation/research alongside clinical practice.
 - Ability to develop and deliver training programmes to a wide variety of audiences
 - Experience with Microsoft Office Suite and client management systems.

Desirable:

- Accredited Neuropsychologist with ACC
- Proven ability to work safely and effectively with Pacifica and people from diverse cultural background.
- Experience working with people with drug and alcohol issues
- A passion and expertise for working collaboratively in a transdisciplinary manner and developing skills in others, including stakeholders
- Experience working with people dealing with gender and sexuality issues
- Current first aid certificate.

Who You will be Leading:

- No direct reports

Key Relationships

External: People with mental health issues and/or disabilities, Family/whanau and advocates, support networks, Accident Compensation Corporation (ACC), District Health Board (DHB), PHO and GP practices, Oranga Tamariki, Needs Assessment and Service Coordinators (NASCs), Ministry of Health and other government and non-government funding agencies and health advocates; private funders; Iwi; suppliers; and Industry bodies

Internal: Mental Health and Wellbeing Specialist Services Managers and leadership team, administration and Specialist teams, Shared Services team (People & Culture, Finance & Communications; Quality and Health & Safety, Strategy and Partnerships); MySkill

Committees & Groups: Project teams, Industry bodies and sector committees as required.

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: ____ / ____ / ____