

# Position Description

## Youth Practitioner

**Reports to** Clinical Manager

**Service/Team** Korowai Manaaki

### About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We wholeheartedly believe that everyone living in New Zealand should have the opportunity to live life to the fullest, to feel hopeful about their future and to have meaningful relationships with friends and whānau.

We are known for providing effective, evidence-based services that support wellbeing. We want tāngata whai ora (people seeking wellness) to have options to access the support they need in ways that work for them.

### Tō Tātou Matakiteinga | Our Vision

Poutia, Heretia,  
Tuia te muka tangata ki te pou tokomanawa  
Ka tū mana motuhake; Ka nohohere kore I ngā waranga me ngā wero mui o te ao

People, whānau and communities are connected and supported to live the lives they want; free from drug, alcohol and other addiction challenges

### Tō Tātou Aronga | Our Purpose

E hangaia e mātou he whare tumanako me ngā wāhi haumarū ka āhei I a tangata te eke ki angitu kia whaiwhakaaro ai, kia puawai, katahi ano hoki, ka herea ai te muka tangata ki a ia anō, ko te mea kē ka puta te ira tangata ki te wheiao ki te ao mārama

We create hopeful and safe spaces for change with opportunities to reflect; learn and connect so that people can move towards a brighter future

### Ngā poupou | Our pillars

**Tika** | Trust    **Pono** | Honesty    **Kaitiaki** | responsibility    **Manaaki** | Concern    **Aroha** | Love

## Position Purpose

- To work within Korowai Manaaki Youth Justice Residence to provide therapeutic interventions via group and individual modalities.

## Key Areas of Responsibility

Area of Responsibility	Performance Measures
<p>Provides assessment with a holistic therapeutic intervention to promote the positive development of young people using appropriate assessment and treatment models.</p> <ul style="list-style-type: none"> <li>Assessment and Treatment</li> <li>Risk management</li> <li>Client support</li> <li>Client education</li> <li>Group facilitation</li> <li>Documentation</li> </ul> <p>Establish and maintain networks for liaison and consultation within Korowai Manaaki as well as other relevant services in the community</p>	<ul style="list-style-type: none"> <li>Assessments completed using Odyssey approved assessment tools.</li> <li>Demonstration of planning, risk assessment and management of identified risk.</li> <li>Working collaboratively with clients to develop their goal plan inclusive of review dates and assist them to achieve positive outcomes.</li> <li>Provision of ongoing case work through group and 1:1 sessions as deemed appropriate.</li> <li>Work in collaboration with relevant professionals both within Korowai Manaaki and externally.</li> <li>Appropriate recommendations and/or referral to other services are actioned to ensure positive outcomes for the client.</li> <li>Utilises a range of activities and interventions that meet the therapeutic needs of young people.</li> <li>Utilise holistic models of health and wellbeing aligned with best practise in all aspects of service delivery and review.</li> <li>Provides and receives feedback from other staff as appropriate.</li> <li>Clinical file audit requirements are met.</li> <li>Attend debriefs with relevant team members to support reflections on clinical practise.</li> <li>Young people express satisfaction.</li> <li>Systems are setup to enable networks to be established and maintained.</li> </ul>

Area of Responsibility	Performance Measures
<ul style="list-style-type: none"> <li>• Establishing and maintaining network relationships</li> <li>• Facilitating referral pathways as appropriate</li> </ul> <p>To meet organisational requirements and to undertake activities that enhances professional development.</p> <ul style="list-style-type: none"> <li>• Policies and Procedures</li> <li>• Orientation</li> <li>• Performance development and review</li> <li>• Supervision</li> <li>• Quality</li> <li>• Team planning</li> <li>• Training</li> </ul>	<ul style="list-style-type: none"> <li>• Relationships are developed with other relevant services including (but not limited to) AOD and MH services, NGOs, and Health services.</li> <li>• Provide high quality services in partnership with other agencies as appropriate.</li> <li>• Advocate for young people by working with Oranga Tamariki staff, other service providers and community groups providing services in Korowai Manaaki.</li> </ul> <ul style="list-style-type: none"> <li>• All Odyssey Policies and Procedures are upheld.</li> <li>• Completion of all orientation and mandatory training requirements</li> <li>• All performance development requirements are met and accurate records maintained.</li> <li>• Supervision is undertaken in accordance with service policy and requirements.</li> <li>• Involvement in quality initiatives and continuous improvement.</li> <li>• Participation and contribution to the development and implementation of team planning within Odyssey Youth Services.</li> <li>• Educational and/or training courses which ensure staff remain up to date in the fields of youth, mental health AOD disorders and treatments in consultation with the Clinical Manager.</li> <li>• Shares information from trainings and promotes learning with colleagues.</li> </ul>

Area of Responsibility	Performance Measures
<p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>Identify and act on any potential risks to self or others, including client/whai ora, whānau and other employees</li> <li>Be familiar with and abide by the organisation’s health and safety policies and reporting procedures, ensuring others do the same as required</li> <li>Follow safe work practices, which includes the effective use of safety equipment, identification of workplace hazards and taking action to reduce or eliminate these.</li> </ul> <p><b>Treaty of Waitangi</b></p> <ul style="list-style-type: none"> <li>Demonstrate knowledge and understanding of the Treaty of Waitangi and its application in this role</li> </ul> <p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>Be proactive in own professional development and attend relevant organisational training as required</li> </ul> <p><b>General</b></p> <ul style="list-style-type: none"> <li>Attend and contribute actively to team meetings</li> <li>Carry out any other duties that may be delegated by the line manager, which are in keeping with the scope of the role.</li> </ul>	<p>Risks (including Health and Safety, compliance and maintenance) are identified and reported</p> <p>Plans are put in place to resolve and/or mitigate potential problems as required</p> <p>Issues are escalated to relevant manager as required</p> <p>Demonstrates understanding and compliance with organisational and legislative health and safety requirements and is proactive in ensuring employees are compliant</p> <p>Follows correct protocols when using safety equipment</p> <p>Workplace hazards are identified and plans are put in place to reduce/eliminate these or the matter is escalated to the relevant authority</p> <p>Actions show knowledge and ability to apply the principles of the Treaty in the delivery of role</p> <p>Has an individual development plan which is implemented</p> <p>Attends organisational training required for role</p> <p>Regular attendance at team meetings and makes useful contributions</p> <p>Other work is undertaken and completed. Commitment and flexibility is demonstrated.</p>

## Key Relationships

Internal	External
<ul style="list-style-type: none"> <li>• Clinical Manager Stand up! &amp; Amplify!</li> <li>• Korowai Manaaki, Stand Up! &amp; Amplify!</li> <li>• Odyssey Staff</li> <li>• Odyssey Services</li> </ul>	<ul style="list-style-type: none"> <li>• Korowai Manaaki Site staff</li> <li>• Health and Education services working within Korowai Manaaki</li> <li>• Key DHB Staff</li> <li>• Community services working with Youth</li> <li>• Oranga Tamariki</li> <li>• Cultural Services</li> <li>• NGO's</li> </ul>

## Person Specification

Qualifications, Knowledge and Experience

- Proven skills and experience in the management and treatment of clients/tangata whaiora/rangatahi and their family/whanau in a health-related setting
- Level 7 qualification (degree level) in a relevant area e.g. Bachelors in AOD, Health Science, Nursing, Psychology
- A registered DAPAANZ Practitioner (or working towards this with a structured pathway) or social work/HPCA act registration status.
- Knowledge and interest in the philosophy of the organisation and its therapeutic models of care
- Commitment to achieving and maintaining high quality standards
- Experience of working in the social services, addictions and/or mental health sectors
- Experience and expertise in using Microsoft suite applications
- High regard for confidentiality and security, including client information
- Understanding of and interest in Odyssey's work
- Understanding of the Treaty of Waitangi and how it applies to own professional practice
- Motivational Interviewing, Clinical Assessment and Risk Management Expertise
- Knowledge of Te Reo and/or Tikanga Maori is desirable
- Has a full and valid New Zealand driver's licence

### Skills and Abilities

- Ability to engage quickly with clients/tangata whaiora/rangatahi and build a therapeutic relationship with them
- Ability to work alongside family members to guide and strengthen the families' own strengths and resources
- Can make considered context based clinical decisions in line with a model of care
- Strong interpersonal skills
- Ability to establish and maintain effective relationships with a range of stakeholders
- Ability to work under pressure, complete work on time and to a high standard
- Ability to prioritise and work with limited supervision
- Demonstrated cultural sensitivity and rainbow diversity awareness
- Willingness to consider other viewpoints/ sources of information and adjust decisions as appropriate
- Positive attitude and self-motivated
- Ability to take initiative and adapt to changing circumstances
- Ability to show discretion and tact
- High regard for confidentiality and security, including client information
- Ability to deal with conflict and defuse challenging situations
- Fluency in English and strong communication skills
- Good IT/word-processing skills
- Ability to acknowledge own limitations and be proactive on own self-development

## Ngā poupou | Pillars

Guiding Principles for employees and tāngata whai ora

<b>Tika   Trust</b>	Reliable and shows great integrity
<b>Pono   Honesty</b>	Transparency and openness underpins all actions
<b>Kaitiaki   Responsibility</b>	Achieves and surpasses goals
<b>Manaaki   Concern</b>	Empathic and interested in the wellbeing of others
<b>Aroha   Love</b>	Genuinely collaborative, supportive and able to work as part of a close-knit team, including with clients/whai ora and whānau

### ‘Let’s Get Real’ Skills

Skills	Description	Competency Level – Essential
Working with people experiencing mental health and addictions	Is supportive of employees and clients/whai ora with mental health and addiction needs, focusing on their strengths	<ul style="list-style-type: none"> <li>Builds and sustains trusting relationships with people accessing services. Works to support people to have hope for their recovery and wellbeing</li> </ul>
Working with Māori	Contributes to oranga and whānau ora for Maori employees and Māori clients/ whai ora with mental health and addiction needs	<ul style="list-style-type: none"> <li>Works to ensure whānau Māori people can communicate in ways that work for them</li> <li>Demonstrates understanding that Māori people may use metaphors to describe their experiences Supports and participates in tikanga Māori practices, as consistent with the preferences of the whānau</li> <li>Supports whānau Māori to access Māori-responsive services and have access to kaumātua, kaimahi Māori and cultural interventions (eg, assessment, therapy)</li> </ul>
Working with whānau	Encourages and supports the wellbeing of whānau and ensures they have access to information,	<ul style="list-style-type: none"> <li>Models effective whānau engagement</li> <li>Explains to whānau their choices and options for involvement and support Works alongside and in partnership with whānau in a manner that values their strengths and</li> </ul>

	education and support including children	<p>expertise, and fosters and promotes recovery and wellbeing</p> <ul style="list-style-type: none"> <li>• Ensures whānau have access to relevant information, education and resources about wellbeing, mental health and addiction</li> <li>• Facilitates whānau inclusion in a person's recovery and wellbeing plans Facilitates whānau meetings that build support and understanding between whānau members</li> <li>• Provides support or therapy to whānau, or refers them to appropriate services and groups Collaborates with whānau services and others across all sectors to support whānau</li> </ul>
<b>Working within communities</b>	Recognises that people and whānau who experience mental health and addictions needs, are part of communities	<ul style="list-style-type: none"> <li>• Contributes to communities to enhance their capacity to support the wellbeing of all people</li> <li>• Works with people accessing services to support their access to good housing, education, employment, financial resources and community participation</li> <li>• Demonstrates knowledge of evidence-based approaches to enhancing community connection, social inclusion and access to housing, education and employment</li> <li>• Supports people to develop and maintain positive relationships and positive roles with their communities</li> <li>• Demonstrates a comprehensive knowledge of community groups, services and resources Forms effective working relationships with key community groups and services</li> </ul>
<b>Challenging discrimination</b>	Challenges discrimination, & provides/ promotes a valued place for employees and clients/whai ora with mental health & addiction needs	<ul style="list-style-type: none"> <li>• Promotes and models social inclusion and advocates for the elimination of discrimination relating to mental health and addiction</li> <li>• Supports self-advocacy for people with experience of mental health and addiction needs</li> <li>• Educates and supports others to recognise and address discrimination Promotes the positive aspects of working in mental health and addiction treatment services to external groups</li> </ul>
<b>Applying law, policy and standards</b>	Implements legislation, regulations, standards, codes and policies relevant to their role	<ul style="list-style-type: none"> <li>• Informs and educates others about standards of practice that recognise the significance of te reo Māori, te ao Māori and Māori models of practice</li> </ul>



		<ul style="list-style-type: none"> <li>• Applies legislation, regulations, standards, codes and policies in a way that protects and enhances the mana of people and whānau accessing services</li> <li>• Informs and educates others to understand and adhere to legislation, regulations, standards, codes and policies</li> </ul>
<p><b>Maintaining professional &amp; personal development</b></p>	<p>Participates in life-long learning, &amp; personal and professional development, reflecting on &amp; seeking ways to improve self/team/service</p>	<ul style="list-style-type: none"> <li>• Supports colleagues (including students) to achieve professional development goals and meet challenges</li> <li>• Models values-informed practice</li> <li>• Keeps up to date with best practice and participates in lifelong learning</li> <li>• Engages in ongoing professional development to ensure cultural responsiveness to the community</li> </ul>