# Position Description

# **Te Whatu Ora | Health New Zealand**

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| Title | Clinical Psychologist – Infant Child and Adolescent Service iCAMHs |
| Reports to | Clinical Coordinator iCAMHs |
| Location | Health New Zealand/Te Whatu Ora, South Canterbury  |
| Department | Mental Health and Addiction service |
| Direct Reports | None |  |  |
| Date | July 2024 |
| Job band (indicative) | As appropriate ?GradGrade 2? |

**About the role**

The primary purpose of the role is to:

The Psychologist for Infant Child and Adolescent will provide specialist psychological assessment and treatment for children and young people with moderate to severe mental health difficulties, on an individual basis, ensuring involvement of their primary caregiver where appropriate, in conjunction with the multi disciplinary team.

The Clinical Psychologist integral to assist the management team to support the ongoing maintenance and development of the Strengths Model Recovery Approach within the Mental Health and Addiction Service

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| Key Result Area | Expected Outcomes / Performance Indicators – Position Specific  |
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| **Clinical Practice** | The clinical psychologist will* Complete assessments including psychometric and neuropsychological assessments and develop clinical formulations. Advise on effective interventions.
* Demonstrate sound knowledge of developmental issues when conducting assessments and delivering treatment
* Adhere to a scientist-practitioner model – providing empirically supported therapies in order to safely and effectively treat a wide variety of mental health problems, on an individual/family basis.
* Establish methods for evaluating the efficacy of treatment.
* Develop working relationships and work as part of the multidisciplinary team to assess, plan, implement and evaluate care/treatment individually and as part of relevant group delivery.
* Educate and empower service users/family/whanau to improve knowledge of illness, self management, prevention of complications and promotion of recovery based strengths philosophy.
* Facilitate effective referral processes to other health care providers and support agencies and/or shared care, to meet identified health needs.
* Manage workload, complete tasks and meet responsibilities in a timely and goal directed manner
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| **Self-Management and Development** | * Plan and manage own work to achieve desired results on time, within budget and to required standard.
* Maintain own professional development; attend Health New Zealand/Te Whatu Ora and other development opportunities.
* Participate collectively with other service functions locally and regionally.
* Identifying areas for personal and professional development.
* Training and development goals are identified/agreed with your manager.
* Participates in supervision, coaching, mentoring and development support for others
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| Key Result Area | Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders |
| Te Tiriti o Waitangi | * Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori
* Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care
* Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership
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| Equity | * Commits to helping all people achieve equitable health outcomes
* Demonstrates awareness of colonisation and power relationships
* Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery
* Supports Māori-led and Pacific-led responses
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| Innovation & Improvement | * Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table
* Model an agile approach –tries new approaches, learns quickly, adapts fast
* Develops and maintains appropriate external networks to support current knowledge of leading practices
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| Collaboration and Relationship Management | * Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same
* Work with peers in Māori and Pacifica services across Health New Zealand and NGO Partners to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services
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| Health & safety | * Works with the health and safety team to drive a health, safety and wellbeing culture throughout areas of responsibility ensuring that a culture of active participation and engagement is embedded.
* Works with the teams to implement a risk management approach that ensures risks are understood and continually reviewed to ensure the controls are in place.
* Collaborates with staff to discuss health, safety and wellbeing as part of regular feedback.
* Works with their team to implement the health and safety policies, procedures, guides and related systems to ensure alignment with the Health & Safety and Work Act 2015 and associated regulations.
* Ensures culturally safe work environment for staff. Acknowledge individual pastoral care requirements for staff.
* Lead and motivate staff to develop a cohesive and highly functioning team and an environment that encourages learning
* Act as a professional role model and mentor for staff Regularly check-in with staff
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| Compliance and Risk | * Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place
* Ensures compliance with all relevant statutory, safety and regulatory requirements.
* Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware
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| Professional & Legislative Standards | * The CNC will:
* Work with stakeholders to collectively ensure services are delivered in accordance with best practice, relevant ethical and professional standards and guidelines as determined by the relevant professional councils, commissioners and associations;
* Works within the service teams to ensure compliance with New Zealand statutory laws; and
* comply with organisation wide and service specific rules, codes of conduct, policies, protocols and procedures.
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## Relationships

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| External | Internal |
| * Tangata Whaiora and whanau/care givers
* Other service providers (Govt and NGO)
* Health and Welfare Agencies
* Relevant support Groups
* Tertiary education providers
 | * Manager – Mental Health and Addiction Service
* Lived Experience Workforce
* Hauora Māori Team
* Nurse Practitioners
* Nurse Educators
* Clinical Leaders
* Clinical and Corporate Support staff
* Child Development Services
* Paediatric Services
* Allied Health Director
* Privacy Team Health NZ
* Health New Zealand/Te Whatu Ora
* Medical and Allied Health Staff
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## About you – to succeed in this role

**Essential Skills:**

* It is essential that the applicant is a registered clinical psychologist
* Be professionally registered in NZ as per legislative requirements relevant to your profession and hold a current APC.
* Membership of relevant national professional body.
* Commitment to and enthusiasm for your profession.
* Role model contemporary clinical practice.

**Experience/knowledge**

* This position may be suitable for a new practitioner who is keen to work with Tamariki, Rangatahi and whanau as supervision available.
* Group facilitation skills and advantage.
* Critical consumer of research and advocate of evidenced-based practice.

**SKILLS AND ABILITIES:**

* Integrity and high personal and professional standards.
* Ability to work at an operational level and be agile in collective, consultative decision making.
* Is prepared, individually and collectively, to experiment with new thinking, generate new ideas and pilot new insights.
* Demonstrates an in-depth understanding of personalities and behavioural styles in order to work collaboratively with a variety of people at all levels.
* Has the ability to complete work to an accepted standard within specified time frames, with the ability to engage directly in its delivery and produce results.

*This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.*

**Acknowledged / Accepted**

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| Employee |  | Date |
|  |  |  |
| Manager |  | Date |