

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Intensive Therapy Case Worker, Reducing Youth Offending Programme
Group:	Youth Justice Services
Reports to:	Youth Justice Manager
Location:	As specified
Direct Reports:	No
Budget:	No

OUR ORGANISATION

About us

Oranga Tamariki—Ministry for Children is a Ministry dedicated to supporting any child in New Zealand whose wellbeing is at significant risk of harm now, or in the future. We also work with young people who may have offended, or are likely to offend. Our belief is that in the right environment, with the right people surrounding and nurturing them, any child can, and should flourish.

Our vision

Our vision is: New Zealand values the wellbeing of tamariki above all else.

Our purpose

Our purpose is: To ensure that all tamariki are in loving whānau and communities where oranga tamariki can be realised.

The Oranga Tamariki way

We've introduced a new way of doing things. A way of looking at the world that guides everything we do:



Our core outcomes

Our core outcomes are:

- All children and young people are in loving families and communities where they can be safe, strong, connected, and able to flourish
- Improved outcomes for all children, especially tamariki and rangatahi Māori.

POSITION PURPOSE

The purpose of this role is to deliver clinical and therapeutic intervention services as set out within a multi-systemic therapy (MST) framework to youth offenders accepted onto the Reducing Youth Offending Programme (RYOP). To ensure that the services meet the specified MST quality and standards and adhere to a model of best practice, including the provision of services to clients on a 24 hour a day, 7 day a week basis. To develop and maintain relationships with key stakeholders in the Auckland region. To fulfil the administrative and supervisory requirements of the role.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Service delivery	<ul style="list-style-type: none">- Delivery of a Multi-Systemic Therapy (MST) intervention programme and adherence to MST principles and processes in development of goals and interventions, and carry out those interventions as per the advice and guidance provided by the MST NZ Clinical Director, Clinical Supervisor or Programme Manager.- Undertake to regularly review and revise interventions using clinical methodologies that are consistent with the MST principles and framework and are effective in achieving positive outcomes for youth and their whanau.- Assess barriers to engagement of youth and whanau in the MST and any other designated intervention and use problem solving strategies to overcome these including assessing strengths and weaknesses within the systemic and ecological context of the youth and their whanau that impact and contribute to problem behaviours.- Identify and engage key participants in setting the objectives and goals of intervention that are culturally pertinent with relevant strategies, to maintain their level of commitment to achieve the objectives and goals.- Maintain clear and concise documentation of clinical and therapeutic interventions and manage and comply with all requirements for other documentation and reporting- Conduct peer and supervisory reviews on each clinical and therapeutic interventions and feedback in accordance with MST principles.- Constructively participate in all skill development and training, supervision and consultation activities continuously improving the effectiveness of own performance.
Health, safety and personal commitments	<p>Employees accept their responsibility to take all practicable steps to ensure their own safety and wellbeing while at work, and ensuring that no action or inaction on their part endangers themselves or others.</p> <p>Demonstrated evidence of ability to commit to the following principles:</p>

Key Result area	Key Accountabilities
Being part of the Oranga Tamariki team	<ul style="list-style-type: none"> - The Oranga Tamariki vision, mission and goals, - Treaty of Waitangi, - Working with clients and colleagues in a culturally sensitive and appropriate manner, - Equal employment opportunities. <ul style="list-style-type: none"> - Actively and positively participate as a member of the team - Proactively look for opportunities to improve the operations of Oranga Tamariki - From time to time, you may be required to perform other reasonable duties as requested by your manager - Comply with and support all health and safety policies, guidelines and initiatives - Ensure all incidents, injuries and near misses are reported into our H&S reporting tool - Comply with all legislative and regulatory requirements, and report any breaches as soon as they become known - Adhere to all Oranga Tamariki procedures, policies, guidelines, and standards of integrity and conduct - Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these into your work.

KEY RELATIONSHIPS

Internal

- Programme Team Leader
- Clinical Supervisor
- Other Intensive Therapy Caseworkers
- Administrator RYOP
- Service Support National Office Staff
- Regional and Site Managers and their staff
- Youth Justice Managers
- Specialist Services / Psychologists
- Youth Justice Social Workers / Supervisors
- Youth Justice Coordinators

External

- MST New Zealand Consultant
- Cultural Supervisors
- Members of Judiciary
- Court Managers
- Iwi / Māori
- Tangata Pasifika
- NZ Police
- School Principals
- Staff from other government departments
- Community Service Providers & Safer Community Councils
- Members of the public
- Evaluators

QUALIFICATIONS & EXPERIENCE

Qualifications

- Relevant graduate degree level qualification in psychology, social work, counselling, mental health or other related subject domains.
- Twelve months minimum clinical and therapeutic experience, relevant to the treatment of whanau.
- A current, clean driver's licence.

Experience

- Understanding of the statutory role and objectives of Oranga Tamariki.
- Understanding of the multi-factor determinants and influences of youth offending.
- Understanding of the model of Multi Systemic Therapy, the analytic process and how this is applied to clinical and therapeutic interventions.
- Understanding of Social systems theory, ecological theory and how this informs assessment and intervention.
- Understanding of behavioural theories and/or Cognitive-

behavioural theory and how they inform assessment and intervention.

- Sound knowledge of the theories of Child Development and pragmatic Family Therapy and experience in applying these to intervention.
- Demonstrated competence in applying the principles of risk assessment in relation to youth offending.
- A sound understanding of issues relating to mental health disorders in youths and adults, and alcohol and substance abuse in youths and adults.
- Familiarity with the application of research to programme design.
- Understanding and appreciation of cross cultural issues and concerns, in particular, knowledge of tikanga Māori and the kawa of local iwi, and those of the Pacific peoples.
- Knowledge of, and established links to, community networks and experience working in collaboration and conjunction with community service providers, other government departments, including effective work in cross cultural environments and contexts.

Skills

- Knowledge and appreciation of Te Reo Māori and/or a Pacific Island language/s and an awareness of different and appropriate forms of communication.
 - Demonstrated competence in interpersonal communication skills and interviewing skills with a focus on the assessment of social skills, motivational interviewing and assessment
 - A demonstrated competence in engaging individuals, families and other groups in clinical and therapeutic interventions.
 - A demonstrated competence in clinical experience with children, adolescents and adults, and offending behaviours.
 - Demonstrated ability to apply Cognitive Behavioural therapy and behaviourally-based approaches to address school behaviour and academic performance of adolescents;
 - A demonstrated competence in the application of pragmatic family therapies.
 - Demonstrated ability to apply change-based behavioural approaches to marital and family therapy
 - A demonstrated competence in the implementation of individual focused interventions, within or between multiple systems and groups that affect or influence the behaviour of adolescents.
 - Demonstrated effectiveness in engaging in group and/or individual professional clinical and cultural supervision.
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POSITION COMPETENCIES

Competency	Description of success profile behaviour
<p>1. Client focus</p> <p>The desire and willingness to understand and meet or exceed client expectations. Clients are those groups or individuals, internal or external, who use the service of Oranga Tamariki.</p>	<ul style="list-style-type: none"> - Delivers quality service to clients. - Understands, empathises with, and identifies the needs, concerns and priorities of clients and ensures that services are delivered to take account of these. - Takes responsibility for correcting client service problems and/or “championing” client issues. - Actively supports the interests of the client by making choices and setting priorities to meet their needs.
<p>2. Communication</p> <p>The ability to clearly convey thoughts and ideas effectively. This may include listening, interpreting, formulating and delivering: verbal, non-verbal, written, and/or electronic messages.</p>	<ul style="list-style-type: none"> - Work shows recognition of the importance of communication in achieving results. - Seeks to understand others’ frame of reference and uses this understanding to identify the most effective method of conveying information. - Uses different ways of conveying a message to add clarity and meaning to communications. - Adapts communications to the views and level of knowledge of the audience. - Prepares and structures communication well. Is able to make complex issues understandable. - Sets out arguments clearly and logically; persuades and influences others.
<p>3. Teamwork</p> <p>The ability and willingness to work with others co-operatively and productively in order to achieve group objectives. This may include informal work groups, advisory groups or committees and project teams.</p>	<ul style="list-style-type: none"> - Contributes positively by actively sharing information and listening and accepting others' points of view. - Shares the workload with others and contributes by being prepared and completing assigned tasks. - Maintains a positive outlook and shows flexibility to new approaches and ideas. - Is willing to learn from others at all levels. - Promotes team co-operation.
<p>4. Relationship management</p> <p>The ability to interact with and develop effective working relationships with a wide range of people of different types and in different situations. This includes: establishing formal and informal working relationships;</p>	<ul style="list-style-type: none"> - Builds good rapport with people at all levels. - Actively seeks opportunities to contribute to positive outcomes for clients, stakeholders, staff and colleagues. - Approaches issues or disagreements with the objective of reaching win/win solutions. - Develops relationships with the intent of achieving effective delivery of relevant services.

Competency	Description of success profile behaviour
developing win/win relationships; assessing and responding to individual behaviour.	
<p>5. Planning and organising</p> <p>The ability to identify objectives and develop effective action plans to achieve them. This may include: using sound personal organisation disciplines; using a methodical and systematic approach towards; planning workloads; using project management skills; exhibiting appropriate initiative and persistence; focusing on work that is of high quality.</p>	<ul style="list-style-type: none"> - Prioritises work and manages own time effectively; takes on a realistic amount of work. - Thinks ahead, identifies potential problems, and gives early warning of any difficulties. - Keeps track of work requested and consults appropriately on plans. - Takes required resources into account when planning. - Displays drive and energy in achieving goals and perseveres when obstacles emerge.
<p>6. Problem solving and judgement</p> <p>The ability to apply an objective, logical reasoning process to a problem or work situation in order to develop a conclusion or recommendation.</p>	<ul style="list-style-type: none"> - Systematically collates information from a wide range of sources and assesses its relevance. - Ensure the procedures for gathering information are effective and efficient. - Breaks down complex situations into manageable parts in a systematic way. - Recognises several likely causes of events. - Does not stop at first answer; strives to find out why something happened. - Considers all aspects of a situation, weighing up different options to arrive at the best solution. - Makes clear decisions based on a logical analysis of the options. - Acquires new information and applies knowledge to analyse issues and resolve problems
<p>7. Cultural responsiveness</p> <p>Shows cultural sensitivity, awareness and understanding of diversity. Builds and maintains effective relationships with Māori and other cultural groups. Is responsive to the needs of Māori and</p>	<ul style="list-style-type: none"> - Understands and is responsive to the needs of different cultural groups in the delivery of services; - Maintains effective relationships with Oranga Tamariki clients and employees and understands their perspectives and priorities; - Understands the debates and practices surrounding the Treaty of Waitangi; - Interacts appropriately with Māori taking into consideration tikanga and kawa. - Engages effectively with whanau to ensure participation in

Competency	Description of success profile behaviour
other cultural groups, effectively relating to clients from diverse cultural backgrounds and ensuring opportunities for Māori input into decision-making.	decision making.
<p>8. Integrity</p> <p>The ability to maintain confidences and trust, and to act in an honest, ethical and professional manner.</p>	<ul style="list-style-type: none"> - Sets and adheres to professional and organisational ethical standards. - Demonstrates desired behaviours and treats all people with respect and dignity. - Is committed to the values of Oranga Tamariki.