

POSITION DESCRIPTION

Oranga Tamariki—Ministry For Children

Title:	Senior Psychologist
Group:	Youth Justice Residences
Reports to:	Residence Manager
Location:	Various
Direct Reports:	No
Budget:	No

OUR ORGANISATION

About us

Oranga Tamariki—Ministry for Children is a new 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're introducing 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 Senior Psychologist is a member of the Residence Leadership Team. They provide expert advice and services for assessment (of risk and need) and treatment across wellbeing domains of the young people in Residences. The purpose of this role is to provide a consultation service to the wider residence to support care planning, effective interventions and integrated services for our rangatahi in care with partner agencies (for example education and health and iwi organisations) that result in a reduction of reoffending by the young people and promote desistance from crime. It supports the young person's therapeutic needs by providing residence wide support to the care teams and Case Leaders to assist their understanding of the type of care that will be most successful for each young person and groups of young people. The Senior Psychologist position also provides supervision of interventions, advises on integrity and quality of programmes and interventions, as well as effective evidence-informed treatment options for young people in residence. The Senior Psychologist is expected to provide young person-centred, integrated treatment for conditions and impairments when such treatment is needed. This includes working across agencies when required to ensure integrated treatment is available when the young person leaves the Residence. The Senior Psychologist practices in a way that incorporates the values of biculturalism and equity.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Specialist assessment	<ul style="list-style-type: none"> - Provide specialist advice on assessment: <ul style="list-style-type: none"> o Of risk reoffending o To others and self o Of absconding o Of strengths and impairments that need to be accommodated while they are in residence - Provide specialist advice about mental health and wellbeing domains: <ul style="list-style-type: none"> o Attachment and the effects of disordered attachment o Effects of trauma o Impact of neurodisability and impoverishment on young person's behaviour - Use psychometric instruments to augment assessment outcomes
Specialist treatment	<ul style="list-style-type: none"> - Contribute to the Care Plan goals for young people in residence - Provide specialist interventions for young people: <ul style="list-style-type: none"> o To assist them to manage symptoms impairing their ability to participate in residence activities or interventions or impacting on their transition to the community o To assist them to better manage their behaviour o To assist them to learn new skills and develop resilience

Key Result area	Key Accountabilities
	<ul style="list-style-type: none"> - Ensure that treatment provided is integrated with other interventions provided by the residence team and partner agencies - Ensure that treatment provided is evidence-informed and reflects contemporary practice.
Specialist reports and research	<ul style="list-style-type: none"> - Prepare assessment reports that summarise the specialist assessments provided - Prepare treatment reports that effectively summarises what was provided and what outcomes were achieved - Prepare reports for Court or other agency when required - Conduct research in areas of specialty or when required by the organisation - Contribute to the YJ evidence base through practice reports and research.
Training and education	<ul style="list-style-type: none"> - Prepare and deliver training to increase and support the professional knowledge and skills base of the residence staff. Support our staff in understanding that each young person needs a unique plan and response to managing their behaviours. - Provide training in behavioural and therapeutic interventions to increase the skills of the Care Teams and Case Leaders - Participate in any continuing education programmes required by their professional or registration bodies. - Lead debriefing sessions following incidents that results in practice improvements.
Supervision and administration	<ul style="list-style-type: none"> - Provide clinical and practice supervision to other groups or individuals when required - Ensure all administration tasks are completed in a timely way, including: <ul style="list-style-type: none"> o Case notes and records in CYRAS are up to date and accurate o Psychometrics are scored appropriately o Psychometric instruments are stored securely o Integrity check on programmes and interventions are completed on time
Work as part of the residence team	<ul style="list-style-type: none"> - Participate in performance reviews - Participate in team meetings - Contribute to team development and foster open communication - Develop and maintain sound working relationships with other groups, services and agencies - Form working relationships with psychologists in other residences to ensure consistency of practice

Key Result area	Key Accountabilities
	<ul style="list-style-type: none"> - Perform any other duties as can reasonably be expected by Oranga Tamariki. - Comply with and support all health and safety policies

Leadership and management Future builder – help staff and the organisation navigate the future

- People builder – develop people and identify talent
- Deliverer – make things happen, with and through others
- Steward – lead in a public service context, contributing to a better New Zealand
- Understand and implement your Health, Safety and Security accountabilities
- Ensure health, safety and security policies and procedures are understood, followed and implemented by all employees

Being part of the Oranga

Tamariki team

- 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
- Commitment to the Treaty of Waitangi and respect and incorporate these into your work

KEY RELATIONSHIPS

Internal

- Residence manager
- Residence Leadership team
- Youth Justice National Leadership Team
- Principal Advisor / Clinical Lead at National Office Youth Justice (TBC)
- Case Leaders
- Teachers at the school
- Residence Team Leaders Operations
- Psychologists based in other residences

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- Youth Justice Site teams
 - Oranga Tamariki services such as transition service and intensive interventions

External

- Youth Courts
- Regional Youth Forensic service
- Alcohol and other drug services
- Mental Health service
- Health services
- Education service teams
- Young person's families and whanau
- Professional bodies.

QUALIFICATIONS & EXPERIENCE

Qualifications

- Masters or Doctoral degree with relevant post graduate training.
- Must be registered as a psychologist with the New Zealand Psychologists' Board and hold a current Annual Practicing Certificate
- Clinical Scope of practice or if General scope then significant training in forensic psychology
- A 'clean' current drivers licence is essential.

Experience

- Demonstrated effectiveness with assessment, interventions and measurement of outcomes with offending population
- Experience in administration and interpretation of psychometric tests and instruments used to assess risk, personality and other domains in adolescent population.
- Experience of working with adolescents aged 14 to 19 with problem behaviours
- Have practical experience in working with young people and their families, including Māori and/or Pacific Island families.
- Have demonstrated the capacity to work diligently and professionally, with respect for organisational requirements and deadlines.
- Should have some knowledge of the responsibilities of Oranga Tamariki, and an understanding and appreciation of the role of social workers and other departmental staff.
- Understand Te Tiriti o Waitangi, its application to the work of the services of Oranga Tamariki and the commitment of the Ministry to biculturalism.

Skills

- Ability to write succinctly and coherently for a varied audience.
 - Ability to work as part of a multidisciplinary team
 - The skills of self-management and working as an autonomous professional
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In-Confidence

- Appreciate and understand relevant cultural issues in working with Māori and Pacific Island families and groups.
 - Develop good relationships with colleagues, professionals in other governmental agencies and in the community.
 - Work in ways that are respectful of clients and colleagues.
 - Use skills of negotiation and diplomacy.
 - Will be acquainted with the Oranga Tamariki Act 1989 and other relevant legislation.
 - Apply well-developed listening, comprehension and analytical skills.
 - Network with the community and other professionals.
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