



POSITION DESCRIPTION: Clinical Lead Teina/Clinician

About ADL

Vision - the ambitious future state we are working towards	Empowering young people to live connected and meaningful lives.
Treaty Commitment - how we express our commitment as a Treaty partner	ADL works for Pae Ora/ healthy futures as determined by Māori and upholds the articles of Te Tiriti o Waitangi in our service to ensure equitable outcomes.
Mission - how we work to realise our Vision and Treaty Commitment, our unique contribution	ADL is a trusted not-for-profit providing accessible and sector-leading youth wellbeing, mental health, and substance misuse services.
Purpose - the reason we exist, the measurable difference we want to see realised in young people's lives	<p>ADL's purpose, for the young people we are invited to work with, is to:</p> <ol style="list-style-type: none">1. Increase their psychological wellbeing2. Ensure they have more resources to live a resilient, meaningful life3. Optimise our resources so that as many young people as possible have free, timely access to skilled practitioners who are well-trained, resourced and supported in best practice service delivery.4. Resource their whanau to support them to respond to life events with resiliency. <p>Additionally, ADL will:</p> <ol style="list-style-type: none">5. Resource communities to support their young people to respond to life events with resiliency.6. Contribute positively to the sector so those working with young people and their whānau have the skills, training opportunities, knowledge, and attitudes to support positive change.
Our Kaupapa: - our values, how we go about all that we do, what is important to us	<p>Tika and Excellence “Doing what’s right, and just, and doing it well”</p> <p>Mauri and Dignity Enhancing “Actively holding hope and vision for the future, everyone is valued and valuable”</p> <p>Kia tina and Adventure “Having big dreams and going for them”</p> <p>Kotahitanga and Relationship “Journeying together, doing it with heart”</p>

Position Purpose – Clinical Leader - Teina

This position reports to ADL's Clinical Leader and supports them in delivering key aspects of clinical leadership across ADL.

Reports to:	Clinical Leader
Direct Reports:	1-3
Location:	Dunedin – with some travel to the other ADL Offices as required.

Position Responsibilities	
Management MSD / OT work /CSW	<ul style="list-style-type: none"> • Clinical management of ADL'S Te Ara Hou, Community Support Work (CSW) Team based in Timaru (this includes Supported Bail, and Supervision with Activity service delivery). • Line management of the CSW Service Leader • Develop knowledge of ADL's CSW services and relevant legislation • Develop and maintain good working relationship with funders and other services. • Contribute to reporting the the funders of these services.
Strategic Projects	<ul style="list-style-type: none"> • Transition into leading ADL's newly developed intake team. • Assist the Executive Leadership Team in the development and delivery of projects e.g. RFPs, policies, and procedures. • Contribute to other projects as required
Clinical documentation	<ul style="list-style-type: none"> • Clinical systems and documentation development and review e.g., Clinical Handbook/ Service Leader Handbook. • Service Delivery Policy development and review and communication of changes to staff.
Clinical Leadership Support	
Supporting ADL Service Delivery	<ul style="list-style-type: none"> • May include any of the following: • Clinical response and support for teams and Clinical Service Leaders • Clinical incident response and investigation • Function as part of ADL's Clinical on call team • Support the implementation of new services (i.e., Central Lakes Guides).
Clinical Leadership Team Support	<ul style="list-style-type: none"> • Provide Clinical Meeting Support • Attend Service Delivery Leadership Meetings

Clinical Leadership Backup	
Clinical Leadership Support	<ul style="list-style-type: none"> • Clinical Leadership Support
Supporting Clinical Service Leaders	<ul style="list-style-type: none"> • Back up cover for Clinical Leader • Back up for Clinical SLs if required
Workgroups	<ul style="list-style-type: none"> • Service Delivery Leadership Team, Executive Leadership Team required, CSW Team, Intake Team
Other	<ul style="list-style-type: none"> • Complete other tasks as required
Clinical role	<ul style="list-style-type: none"> • Develop and maintain effective relationships with at risk young people aged 12 - 24 years and whānau • Meet the client's needs in a manner most appropriate to the client and consistent with a strengths and recovery approach • Provide a service that reflects the principles of the Treaty of Waitangi • Respect the diverse ethnic and cultural heritage of New Zealand and utilise culturally appropriate counselling practices • Maintain professional registration • Utilise best practice methods in all clinical practice, and have working knowledge of the following modalities: MI, CBT, ACT, Solution Focused Brief Therapy • Work with Co-Existing mental health and addiction issues as appropriate • Ensure that services are delivered in accordance to their Service Specifications • Work as an effective and collaborative member of a regional team for the wider organisation as a whole • Follow all other ADL Policies, procedures and guidelines, and adhere to ADL Code of Conduct and Ethics • Develop and maintain effective, collaborative and professional relationships with colleagues in other services, related areas and professions in order to optimise the support experienced by young people and their families/whānau • Be physically fit and able to participate in a range of activities that make up ADL's services • Incorporate technology as part of your therapeutic work

Health & Safety

ADL believes the engagement of all team members in Health and Safety management is essential for good Health and Safety practice. All ADL team members will demonstrate their commitment to Health and Safety by:

- Ensuring their own Health and Safety and that of others around them
- Being actively involved in the management of hazards and risks their position might be exposed to
- Participating in all Health and Safety initiatives that apply to their position, and any other initiatives of interest
- With appropriate support and/or training provide suggestions and solutions for the improvement of Health and Safety practices at ADL.

Cultural Competency

ADL works for Pae Ora/ healthy futures as determined by Māori and uphold the articles of Te Tiriti o Waitangi in our service to ensure equitable outcomes.

All ADL team members will demonstrate this by:

- Engaging in ongoing development of their cultural competency using the Takarangi Competency Framework
- Committing to professional development, formal and informal to support continuous improvement
- Supporting ADL as a culturally safe place for our clients and their whānau, and our colleagues
- Actively participating in cultural supervision.

Key Relationships

Internal	External
<ul style="list-style-type: none">- Service Leaders and regional teams- All ADL staff members- Executive Leadership Team- Workforce Development Team- Clinical Service Leaders Team- Ngā Hononga Team- Other employees of ADL	<ul style="list-style-type: none">- Key service providers- Key agencies, including Oranga TamarikiNational workforce developmentorganisation i.e. Whāraurau, Te Pou, Le Va, etc.- Education and professional training agencies- Local and national training providers- Local, regional, and national networks.- Local service providers

Person Specifications

Requirement	Essential	Desirable
Education/Qualifications	A clinical and current NZ professional registration in one of the following: <ul style="list-style-type: none">• Occupational Therapy• Reg. Psychologist• Social Work• Counsellor (NZAC or DAPAANZ)• Nurse (Therapist)	<ul style="list-style-type: none">• Specific qualifications / experience in training or professional development.• Qualifications in supervision
Knowledge and Experience	<ul style="list-style-type: none">• Five years + plus clinical experience• Significant experience delivering brief interventions	<ul style="list-style-type: none">• Training in solution-focused therapy• Experience working with youth and whānau• Knowledge of quality improvement processes

	<ul style="list-style-type: none"> • Significant experience with ACT and/or CBT, and motivational interviewing skills • Whānau inclusive practitioner • Kaupapa Māori knowledge • Experience in Treaty and Equity responsiveness • Training in cross cultural practice • Experience using electronic client record management systems 	<ul style="list-style-type: none"> • Experience in planning, developing, and delivering clinical training programmes • Experience in planning and developing client focused resources (digital and hard copy) • Experience in project management • Understanding of issues facing minority and rainbow communities.
Skills	<ul style="list-style-type: none"> • Well-developed written and oral communication skills including technical writing. • Strong professional presentation skills. • High skill level in the Microsoft Office suite, in particular Word, Excel, and Outlook. • Effectively plan and organize a project, allocating time in a manner which achieves priorities and allows for contingencies. • Can set goals for themselves and implement, plan and process the steps to achieve these. • Forward looking perspective that allows for contingencies and evolving situations. • Effective time management skills. • Commitment to clear and effective documentation of essential information and processes. • Commitment to improving quality standards in own area of expertise. • Committed to a collaborative approach and able to adapt to a high level of synergy amongst different team members and teams in the organisation. • Specific skills and knowledge around Brief Intervention • Strong relational skills 	
The way we work (expected behaviours)	<p>Stewardship of resources We endeavour to make the most effective use of the resources available to us while at work, be they financial, material, time, environmental, relationships. We take the view that, to the best of our ability, these resources should be used to maximise the benefit to the young people we work with, their whānau and the communities they and we live in.</p> <p>The wellbeing of ourselves and others</p>	

We will ensure that our actions while at work enhance our own wellbeing and that of others.

Diversity, discrimination and stigmatisation

We will act in ways that enhance expressions of diversity, challenge discrimination and reduce stigmatisation. We will act in these ways within the workplace, with our clients and their whānau and in our communities.

Integrity

We will ensure that our behaviour while at work would always bear the scrutiny of others. In situations where we are unsure about the right thing to do or we think we may have a conflict of interest, we will ask and seek guidance. If we see someone else behaving in a way does not line up with our values we will not ignore it but address it with them and someone else if necessary.

Connection, relationship and trust

We place high value on relationships and will work to ensure that they are healthy and supportive. We know that trust needs to be cultivated and commit ourselves to this. We also understand that there are circumstances where confidentiality must be upheld.