

## POSITION DESCRIPTION: Clinician

About ADL	
<b>Vision</b> - the ambitious future state we are working towards	Empowering young people to live connected and meaningful lives.
<b>Treaty Commitment</b> - how we express our commitment as a Treaty partner	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.
<b>Mission</b> - 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.
<b>Purpose</b> - 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"> <li>1. Increase their psychological wellbeing</li> <li>2. Ensure they have more resources to live a resilient, meaningful life</li> <li>3. 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.</li> <li>4. Resource their whānau to support them to respond to life events with resiliency.</li> </ol> <p>Additionally, ADL will:</p> <ol style="list-style-type: none"> <li>5. Resource communities to support their young people to respond to life events with resiliency.</li> <li>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.</li> </ol>
<b>Our Kaupapa:</b> - our values, how we go about all that we do, what is important to us	<p style="text-align: center;"><i><b>Tika and Excellence</b></i> "Doing what's right, and just, and doing it well"</p> <p style="text-align: center;"><i><b>Mauri and Dignity Enhancing</b></i> "Actively holding hope and vision for the future, everyone is valued and valuable"</p> <p style="text-align: center;"><i><b>Kia tina and Adventure</b></i> "Having big dreams and going for them"</p> <p style="text-align: center;"><i><b>Kotahitanga and Relationship</b></i> "Journeying together, doing it with heart"</p>

Position Purpose –Clinician	
This clinical role will join the team of clinicians to deliver a range of services from mild to severe, which are designed to meet the needs of rangatahi/young people experiencing mild to moderate issues around mental health, substance use, co-existing problems, and offending.	
<b>Reports to:</b>	Area Service Leader
<b>Direct Reports:</b>	N/A

## Position Responsibilities

<b>Clinical role</b>	<ul style="list-style-type: none"> <li>• Develop and maintain effective relationships with at risk young people aged 12 - 24 years and whānau</li> <li>• Meet the client's needs in a manner most appropriate to the client and consistent with a strengths and recovery approach</li> <li>• Provide a service that reflects the principles of the Treaty of Waitangi</li> <li>• Respect the diverse ethnic and cultural heritage of New Zealand and utilise culturally appropriate counselling practices</li> <li>• Maintain professional registration</li> <li>• Utilise best practice methods in all clinical practice, and have working knowledge of the following modalities: MI, CBT, ACT, Solution Focused Brief Therapy</li> <li>• Work with Co-Existing mental health and addiction issues as appropriate</li> <li>• Ensure that services are delivered in accordance with the Service Specifications</li> <li>• Work as an effective and collaborative member of a regional team for the wider organisation as a whole</li> <li>• Follow all other ADL Policies, procedures and guidelines, and adhere to ADL Code of Conduct and Ethics</li> <li>• 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</li> <li>• Be physically fit and able to participate in a range of activities that make up ADL's services</li> <li>• Incorporate technology as part of your therapeutic work</li> <li>• Be able to travel within the region to deliver mobile services.</li> </ul>
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## 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.

## Key Relationships

Internal	External
<ul style="list-style-type: none"> <li>- Clinical colleagues</li> <li>- Other ADL Teams, Service Leaders, and ELT</li> <li>- Other employees of ADL</li> </ul>	<ul style="list-style-type: none"> <li>- Local agencies, including provider and NGO services, education sector and GP Practices</li> <li>- Local community groups</li> </ul>



Person Specifications		
Requirement	Essential	Desirable
Education	<p>A clinical and current NZ professional registration in one of the following:</p> <ul style="list-style-type: none"> <li>• Occupational Therapy</li> <li>• Reg. Psychologist</li> <li>• Social Work</li> <li>• Counsellor (NZAC or DAPAANZ)</li> <li>• Nurse (Therapist)</li> </ul>	Postgraduate qualification in AOD/MH.
Knowledge and Experience	<ul style="list-style-type: none"> <li>- Clinical experience</li> <li>- Experienced whānau inclusive practitioner</li> <li>- Kaupapa Māori knowledge</li> <li>- Motivational interviewing skills</li> <li>- Experience in using paperless systems</li> <li>- Full drivers license</li> </ul>	<ul style="list-style-type: none"> <li>- Ideally two years plus clinical experience – ideally in brief therapy</li> <li>- Training in solution-focused therapy, ACT and/or CBT</li> <li>- Experience working with youth and whānau</li> <li>- Experience working cross culturally.</li> </ul>
The way we work (expected behaviours)	<p><b>Stewardship of resources</b> 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><b>The wellbeing of ourselves and others</b> We will ensure that our actions while at work enhance our own wellbeing and that of others.</p> <p><b>Diversity, discrimination and stigmatisation</b> 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.</p> <p><b>Integrity</b> 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.</p> <p><b>Connection, relationship and trust</b> 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.</p>	

