

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children



Title:	Case Leader – Residential Services
Group:	Youth Justice Service / Care Service
Reports to:	Team Leader – Clinical Practice
Location:	As specified
Direct Reports:	No
Budget:	No

PUBLIC SERVICE PURPOSE STATEMENT

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āiane, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

You can find out more about what this means at (<https://www.publicservice.govt.nz/about-us>)

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.

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.

The Oranga Tamariki way



POSITION PURPOSE

The role of Case Leader:

- Delivers a multi-element ecological approach to ensure that interventions, programmes and steps are put in place for each child and young person that effectively addresses underlying criminogenic and health needs, and behavioural issues, and effects a successful transition from the Residence.
- Identifies and co-ordinates the required multidisciplinary input for a young person, and leads programme design and the delivery of clinical and therapeutic intervention services to children and young people by applying core social work skills and specialist knowledge in multidisciplinary case leadership, longitudinal programme design and assurance, applied behaviour analysis, multi systemic therapy, cognitive behaviour therapy and problem analysis.
- Ensures that programmes and services are available to children and young people on a 24 hour a day, 7 days a week basis.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Care of tamariki and rangatahi	<ul style="list-style-type: none"> – Provide a comprehensive assessment of children and young people from which to develop and co-ordinate an associated plan that documents the interventions, programmes and steps needed to effectively address underlying criminogenic and health needs, and behavioural issues, and effect a successful transition from the Residence into employment, a vocational pathway or a stable external situation. – Co-ordinate multidisciplinary input and lead programme design to deliver appropriate clinical and therapeutic interventions to children and young people. – Ensure that programmes and services are tailored to the needs of children and young people, meet Residences service model service principles and standards, adhere to the clinical best practice standards, and are available to children and young

IN-CONFIDENCE

Key Result area	Key Accountabilities
	<p>people on a 24 hour a day, 7 days a week basis.</p> <ul style="list-style-type: none"> - Undertake interventions using clinical methodologies based on evidence-based practice and consistent with the Residences service model service principles, and are effective in achieving positive outcomes for children and young people. - Assess barriers to engagement of children and young people in any intervention and use problem solving strategies to overcome these including assessing strengths and weaknesses within the systemic and ecological context of the young person that impact and contribute to problem behaviours. - Identify and engage key participants, including family/whānau, 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. - Regularly review and revise interventions, processes, progress and monitor and coordinate participants towards achieving the objectives and goals at each stage of interventions. - Accountable for ensuring the implementation of the young person's clinical plan with the care team. - Maintain clear and concise documentation of clinical and therapeutic interventions and manage and comply with all requirements for other documentation and reporting. - Demonstrate on-going commitment to continuous development and improving the effectiveness of their current role.
Health and Safety	<ul style="list-style-type: none"> - 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.
Personal Commitments	<ul style="list-style-type: none"> - Demonstrated evidence of ability to commit to the following principles: - The vision, mission and goals of Oranga Tamariki - Treaty of Waitangi. - Working with clients and colleagues in a culturally sensitive and appropriate manner. - Equal employment opportunities
Being part of the Oranga Tamariki team	<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 - Perform any other duties as needed by Oranga Tamariki - 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

Key Result area	Key Accountabilities
	<ul style="list-style-type: none"> - Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these into your work.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> - Residence Manager - Team Leader Operations - Social Workers - Youth Workers - Employment & Programme Coordinator - Other Oranga Tamariki Staff
External	<ul style="list-style-type: none"> - On-site or contracted allied professional service providers (School Principal / school / education, medical, mental health) - Allied agencies involved in cases (Work and Income, Housing NZ, community providers) - Other external stakeholders - Iwi / Māori - Tangata Pasifika

QUALIFICATIONS & EXPERIENCE

Qualifications	<ul style="list-style-type: none"> - Minimum of an undergraduate degree level qualification in psychology, education, social work, nursing (mental health); or another related field. - - A current, clean driver's licence. - Desirable Qualifications: - - 'C' or 'D' level registration with NZCER as a test user.
Experience	<ul style="list-style-type: none"> - Twelve months minimum clinical and therapeutic experience coordinating work in a multi-disciplinary setting with children and adolescents to address complex behavioural issues. - Sound knowledge and experience of evidence-based practice. - 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 Cognitivebehavioural theory and how they inform assessment and intervention. - Sound knowledge of the theories of Child Development and

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.

Desirable Knowledge and Experience

- 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.
- Understanding of the statutory role and objectives of Oranga Tamariki.

Skills

- 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 in a multi disciplinary setting with children and adolescents, 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 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.
- Demonstrated empathy for working with children and young persons.
- Demonstrated tolerance and understanding.
- Demonstrated ability to work with comfort and success with professional staff in a multi-disciplinary setting.
- Ability to actively promote a pro-social environment.
- Demonstrated ability to practice ethically and maintain professional boundaries. - Show a high degree of consistency in behaviour at all times and act as a clear role model, generating confidence and commitment of others through his/her own ethical conduct.
- Able to consistently exercise discretion and be able to earn the trust of children, young persons and other staff. - Ability to

competently use office technology (computer, cell phone, etc.)

Desirable Skills and Behaviours:

- Knowledge and appreciation of Te Reo Māori and/or a Pacific Island language/s and an awareness of different and appropriate forms of communication.
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