

# POSITION DESCRIPTION

## Oranga Tamariki—Ministry for Children



|                 |                                    |
|-----------------|------------------------------------|
| Title:          | Team Leader Psychologist           |
| Group:          | Services for Children and Families |
| Reports to:     | Manager Clinical Services          |
| Location:       | As specified                       |
| Direct Reports: | Yes                                |
| 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.

### 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 the position of Team Leader Psychologist is to sit on the Clinical Services Leadership team and to provide effective and dynamic clinical and professional leadership and oversight to a team of up to 15 high performing Psychologists, Psychotherapists, Therapists, Intern Psychologists and Specialist Child Interviewers (Social Workers).

The Team Leader Psychologist role is to lead and apply psychological evidence base and services primarily for tamariki, rangatahi and whānau referred or consulted about by Social Workers from the offices of Oranga Tamariki—Ministry for Children to Clinical Services. It is to provide leadership and supervision of clinicians who provide specialist assessment, consultation and evidence-based treatments and interventions for tamariki, rangatahi, matua and whānau.

These services are offered alongside partner agencies (Health and New Zealand Police) that result in the healing of trauma and other psychological difficulties. This resulting in more positive outcomes for tamariki, rangatahi and whānau. Advanced and specialist consultation and advice are offered to other professionals and community agencies locally and nationwide.

**KEY ACCOUNTABILITIES****Key Result area****Key Accountabilities**

Working in close association with the Manager Clinical Services, the Team Leader Psychologist will be responsible for:

**Clinical Services**

- Extensive and competent oversight of all the expert services provided by Clinical Services staff including;
  - Specialist consultancy
  - Specialist assessments
  - Specialist intervention/therapy
  - Specialist training and education
  - Specialist Child Interviews (provision for NZ Police)
- Ensuring that the Clinical Services team is providing quality and

| Key Result area                  | Key Accountabilities   |
|----------------------------------|--|
|                                  | <p>timely consultations, assessments and interventions for clients of Oranga Tamariki, in accordance with relevant practice and ethical guidelines.</p> <ul style="list-style-type: none"> <li>- Ensuring that the unit's service delivery goals and professional quality assurance measures are met.</li> <li>- Ensuring quality supervision and oversight is provided with respect to all clinical casework undertaken by the staff.</li> <li>- Maintaining a clinical caseload and providing a model of clinical expertise and service delivery</li> <li>- Providing reports and case-records in accordance with timeframes, Clinical Services team requirements and professional standards.</li> <li>- Act as a psychology resource person to the team and Organisation.</li> <li>- Receives and reviews all referrals made to Clinical Services</li> <li>- Reviews and provides feedback on all reports, letters and other written material produced by the Clinical Services team</li> <li>- Conduct and contribute to clinical case reviews with team</li> <li>- Allocations, monitoring and managing the caseloads of staff.</li> <li>- Promotes and co-ordinates professional development in conjunction with Clinical Services Leadership Team.</li> <li>- Facilitates and provides support and advice regarding team career development.</li> <li>- Co-ordinates and supervises the placement of psychology and therapist students. Supervises Intern Psychologists.</li> <li>- Co-works and models optimal clinical practice.</li> </ul> |
| <b>Leadership and Management</b> | <ul style="list-style-type: none"> <li>- Developing and maintaining a culture of respect, co-operation, best practice, and staff safety within the Clinical Services team.</li> <li>- Ensuring the supervision and other professional development processes and supports are in place for all members of the team.</li> <li>- Demonstrating an understanding and application of respect for cultural considerations in the delivery of services to clients.</li> <li>- Managing triage, allocation and case review meetings.</li> <li>- Maintain active communication with team, disseminating professional and organisation resources and information.</li> <li>- Assisting with the organisation of training, meetings and other occasions pertinent to the work of the team.</li> <li>- Serves on the Clinical Services Leadership team, attending meetings of the Clinical Services leadership team, as required by the Clinical Services Manager.</li> <li>- Exhibits personal and professional conduct in the workplace that is ethical and professional.</li> <li>- Actively supports client rights and responsibilities.</li> <li>- Creates, manages or monitors Clinical Services policy and practice.</li> </ul>   |
| <b>Liaison and Consultation</b>  | <ul style="list-style-type: none"> <li>- Ensuring that the Clinical Services team provides a specialist educative resource for Oranga Tamariki.</li> <li>- Liaising with culturally appropriate agencies and resources to ensure the development and delivery of culturally appropriate specialist services.</li> <li>- Liaising with Oranga Tamariki staff and, as directed, with staff from</li> </ul>   |

| Key Result area                               | Key Accountabilities   |
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|   | <p>external agencies.</p> <ul style="list-style-type: none"> <li>– Providing consultation to all sections of Oranga Tamariki on matters of programme, policy, practice, training and evaluation in areas of specialist knowledge and skills.</li> </ul>  |
| <b>Training Development and Research</b>      | <ul style="list-style-type: none"> <li>– Developing and maintaining the knowledge and skills of staff, necessary for consultation, psychological assessment, specialist interviewing and therapeutic interventions of a high standard of professionalism.</li> <li>– Initiating, monitoring and evaluating areas of research that are consistent with the priorities and programmes of Oranga Tamariki.</li> <li>– Supporting and promoting the training of specialists through the provision of fieldwork placements/internships.</li> <li>– Attending own supervision for casework and supervisor responsibilities.</li> <li>– Prepare and deliver internal and external training in line with clinical and specialist knowledge regarding tamariki, rangatahi, matua and whānau. This to increase the competency and skills of peers, Oranga Tamariki personnel, governmental and non-governmental professionals.</li> <li>– Undertake projects and areas of research relevant to Oranga Tamariki policies and programmes, or to Clinical Services' service delivery.</li> <li>– Develop and participate in professional development and Continuing Competency Programmes as required by their professional or registration bodies.</li> <li>– Actively pursues own professional development by attendance at appropriate internal and external training. Engages in outsourced education, reading relevant literature and/or seeking further resources.</li> </ul> |
| <b>Administration and Recording</b>           | <ul style="list-style-type: none"> <li>– Maintaining and developing reliable and useful systems of recording referral and other data, and practice and procedural requirements that pertain to the work of the Clinical Services</li> <li>– Maintaining Clinical Services' Clinical Pathways (internal directory of service provision).</li> </ul>   |
| <b>Being part of the Oranga Tamariki team</b> | <ul style="list-style-type: none"> <li>– Actively and positively participate as a member of the team</li> <li>– Proactively look for opportunities to improve the operations of Clinical Services and Oranga Tamariki</li> <li>– From time to time, you may be required to perform other reasonable duties as requested by the Clinical Services Manager.</li> <li>– Comply with and support all health and safety policies, guidelines and initiatives</li> <li>– Ensure all incidents, injuries and near misses are reported into our H&amp;S reporting tool</li> <li>– Comply with all legislative and regulatory requirements, and report any breaches as soon as they become known</li> <li>– Adhere to all Oranga Tamariki procedures, policies, guidelines, and standards of integrity and conduct</li> <li>– Demonstrate a commitment to and respect for the Treaty of</li> </ul>  |

| Key Result area | Key Accountabilities                                      |
|-----------------|---|
|                 | Waitangi and incorporate these Principles into your work. |

## KEY RELATIONSHIPS

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|-----------------|--|
| <b>Internal</b> | <ul style="list-style-type: none"> <li>– Clinical Services staff and leadership team</li> <li>– Social Workers and Supervisors</li> <li>– Practice Leaders</li> <li>– Site Managers</li> <li>– Regional Managers</li> <li>– Partnering for Outcomes</li> <li>– Manager Care Support, Care Services</li> <li>– Legal Services</li> <li>– Regional Advisors (Disability and General)</li> <li>– Oranga Tamariki services such as Intake, Early Intervention, Intensive Intervention, Care, and Youth Justice</li> </ul>  |
| <b>External</b> | <ul style="list-style-type: none"> <li>– Clients and their families, whānau and caregivers</li> <li>– Police Child Abuse Teams (including Detective Inspectors) and Health Child Abuse Teams (including Health Management teams)</li> <li>– Multi-Agency Management Teams and staff</li> <li>– Crown Law Office, Governmental Organisations (Ministries of Health, Education, Department of Corrections, Family Court)</li> <li>– Community agencies and providers of mental health services; including Māori Mental health providers and other Non-Governmental Organisations.</li> <li>– Partnerships with Iwi and Maori organisations including Iwi authorities</li> <li>– Universities and Tertiary institutions</li> <li>– Professional bodies</li> </ul> |

## QUALIFICATIONS & EXPERIENCE

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| <b>Qualifications</b> | <ul style="list-style-type: none"> <li>– Masters or Doctoral degree with Psychologist post graduate training is required</li> <li>– Must be registered as a Psychologist with the New Zealand Psychologists' Board and hold a current Annual Practicing Certificate.</li> <li>– A postgraduate qualification in Clinical, Child and Family, Neuropsychological, Counselling or Educational Psychology is required. (If another Psychologist training programme is held, then proven evidence of study and psychological practice of work with tamariki, rangatahi, matua and whānau.)</li> <li>– Must have additional post-graduate training in working with children, young people and adults who have experienced abuse, neglect and trauma.</li> <li>– Completed training in a recognised supervisor programme.</li> <li>– Membership of a Psychological professional body encouraged (eg: New Zealand Psychological Society)</li> <li>– A clean, current driver's licence is essential and a willingness to drive Oranga Tamariki vehicles.</li> </ul> |
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| <b>Experience</b> | <ul style="list-style-type: none"> <li>- Must have practiced competently as a Psychologist for at least 5 years post-graduation.</li> <li>- Preferably experience of acting in a team leader/manager role previously.</li> <li>- Preferably experience in working for Oranga Tamariki or similar Ministry/Governmental Organisation.</li> <li>- Experience and competence in providing clinical supervision and performance monitoring.</li> <li>- Experience in working successfully with and leading a team of highly functioning and specialist/clinical professionals.</li> <li>- Advanced knowledge of and experience in the field of care and protection and trauma of tamariki and rangatahi.</li> <li>- Have proven practical experience in a wide range of applied psychology, including assessment, intervention, consultation, training and evaluation with tamariki, rangatahi, matua and whānau.</li> <li>- Be seen as a 'consultant' or equivalent level in their profession. An advanced practitioner in their specialist field.</li> <li>- Knowledge of forensic processes in the investigation of child abuse.</li> <li>- Advanced knowledge of the dynamics of child abuse and the psychological effects of abuse-related trauma.</li> <li>- Have practical experience in working with children, young people and their families, including Māori and/or Pacific Island families.</li> <li>- Experience in administration and interpretation (including supervisory oversight) of psychometric tests and instruments to assess developmental functioning, trauma, behavioural concerns, risk, relationships and other specific domains in tamariki, rangatahi and matua populations.</li> <li>- Experiences in providing services to whānau of all age ranges.</li> </ul> |
| <b>Skills</b>     | <ul style="list-style-type: none"> <li>- Highly competent oral and written skills (including able to write proposals, review and feedback on clinically written material). High level of computer literacy.</li> <li>- Tact and diplomacy in handling information in a discreet and sensitive manner.</li> <li>- Able to use sound judgement, negotiation and motivational skills in conflict situations to move towards facilitating a working outcome.</li> <li>- Apply well-developed listening, comprehension and analytical skills.</li> <li>- Able to deliver difficult or unwelcome communication in a sensitive and effective manner.</li> <li>- Attends own professional supervision to address areas of difficulty and review quality of clinical and senior practice.</li> <li>- Understanding of complex dynamics and ability to provide solutions via problem solving, often independent of oversight.</li> <li>- Develop good working relationships with colleagues, professionals in other Governmental agencies and in the community. Works well in a multidisciplinary team.</li> <li>- Understand Te Tiriti o Waitangi, its application to the work of the Oranga Tamariki, and the commitment of the Service to</li> </ul>   |

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biculturalism as per Section 7AA (Oranga Tamariki Act, 1989).

- Proven relationship management experience with the ability to influence negotiate and persuade across group and service boundaries to achieve desired outcomes. Uses skills of negotiation and diplomacy.
  - The skills of self-management, motivation and working as an autonomous professional. Utilises supervision in a reflective capacity.
  - Self-manages daily tasks ensuring that caseload is maintained, and services provided within expected timeframes.
  - Shows sensitivity to cultural complexity in the workforce and within the tamariki, rangatahi and whānau worked with.
  - Acknowledges the need to work holistically amongst diverse cultural and ethnic backgrounds
  - Evidence of ability to formulate and articulate sound judgements based on analysis and interpretation of a range of complex information in clinical work.
  - Strong interpersonal skills to lead, inspire, support and manage a team of clinicians. Strives to improve team.
  - High level organisational skills including an ability to undertake a range of diverse tasks and manage competing deadlines with an ability to multi-task and adapt to changing work demands such as duty and crisis calls
  - Self-care skills and resilience for dealing with exposure to the effects of trauma and traumatic incidence of our client group
-