



## Position Description

<b>Position Title:</b>	<b>Mental Health Clinician</b>
<b>FTE:</b>	0.8-1.0FTE (TBC)
<b>Term</b>	Fixed Term to 30 June 2027
<b>Reports To:</b>	Mental Health Manager
<b>Functional Area:</b>	Mental Health Portfolio/He Kakano Ahau
<b>Position Location:</b>	Whangarei
<b>Direct Reports:</b>	Nil
<b>Delegated Authority:</b>	As per Delegated Authority or Nil
<b>Budget Responsibility:</b>	As per Delegated Authority or Nil
<b>Key Relationships:</b>	<p>Internal:</p> <ul style="list-style-type: none"> <li>• Mental Health Portfolio Manager</li> <li>• Primary Mental Health &amp; Addictions Team</li> <li>• He Kakano Ahau Services and Team</li> <li>• Executive Leadership Team &amp; Senior Leadership Team</li> <li>• Wider Mahitahi Staff</li> <li>• Northern health School Staff</li> <li>• TRK and Mahitahi Partners</li> <li>•</li> </ul> <p>External:</p> <ul style="list-style-type: none"> <li>• Youth Mental Health Clinicians, Youth Action Groups</li> <li>• Te Whatu Ora (Health NZ)</li> <li>• Manatū Hauora Ministry of Health (MoH)</li> <li>• Ministry of Social Development</li> <li>• Locality Community Services</li> </ul>
<b>Key Commitments</b>	<p>Mahitahi Hauora has key commitments. Every position has foundational commitment to</p> <ul style="list-style-type: none"> <li>· Whanau Wellbeing and Equity</li> <li>· Te Tiriti o Waitangi</li> <li>· The New Zealand Health Strategy</li> <li>· He Korowai Oranga and Whakamaua: Maori Action Plan 2020 -2025</li> <li>· The Healthy Ageing Strategy</li> <li>· The UN convention on the Rights of Persons with Disabilities and the Disability Strategy</li> <li>· Ola Manuia: Pacific Health and Wellbeing Action Plan 2020-2025</li> </ul> <p>Whanau Wellbeing and Equity</p>

### Mahitahi Hauora Overview

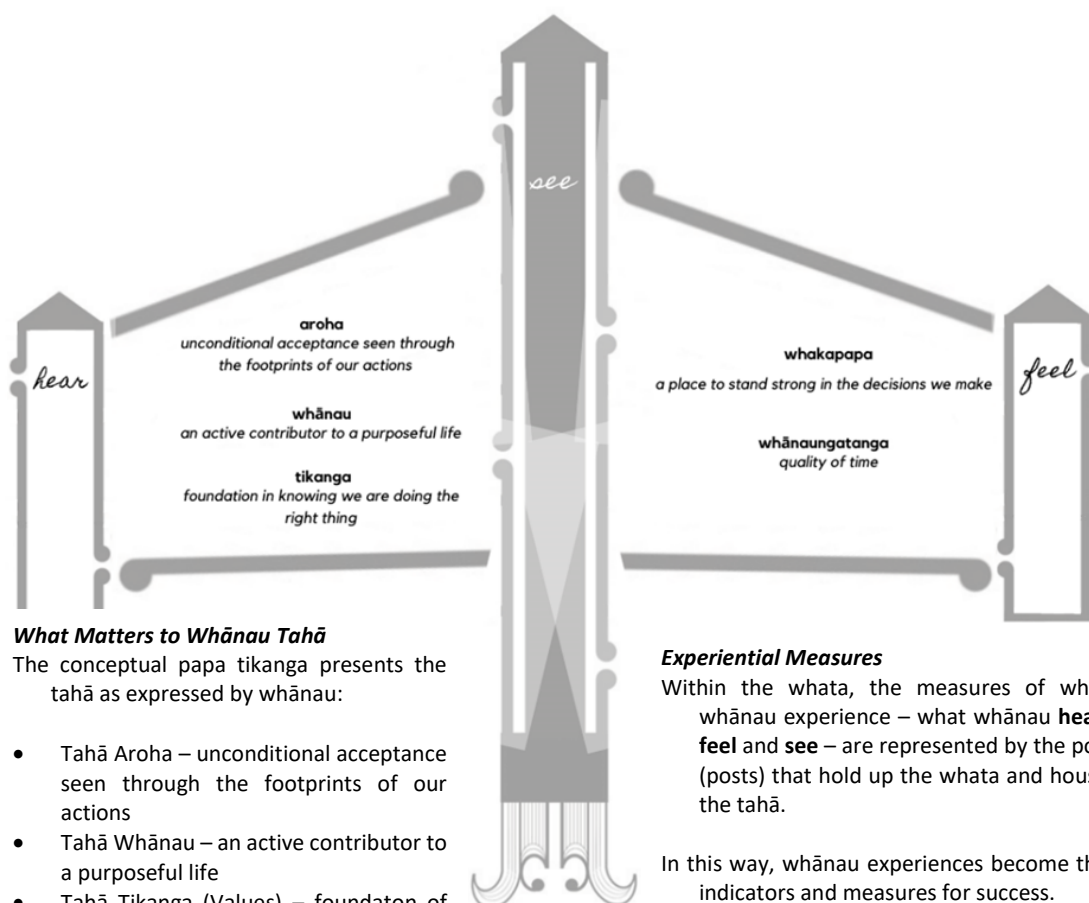
Mahitahi Hauora is the primary health entity for Te Tai Tokerau. It is a charitable social enterprise with a vision for everyone in Tai Tokerau to have an equitable opportunity to receive the care and wellbeing support they need, in the way that works for them, and to be at the centre of decisions about their care and wellbeing.

Mahitahi Hauora follow the kaupapa of “*What Matters to Whānau*”, working to the framework of Papa Tikanga. Together, achieving What Matters to Whānau means engaging and listening to whānau

voice to inform service design and delivery while also supporting community and whānau-driven solutions that promote wellness.

**Papa Tikanga: What Matters to Whānau**

Papa Tikanga What matters to Whānau is a Te Tai Tokerau whānau-informed framework for providers to approach Whānau wellness from a Te Ao Māori view within a provider setting. It includes a conceptual framework below that distils the principles of practice (tāha) and a measurement framework with



<b>Mahitahi Hauora’s Values and Behaviours:</b>	
<b>Tika</b>	<b>To be honest, truthful and genuine</b> – we are honest, behave and treat others consistently, are transparent, are trustworthy, and have courage to do the right thing.
<b>Pono</b>	<b>Fairness and Integrity</b> – we work towards fairness and equity in all our mahi, we demonstrate integrity in our actions
<b>Aroha</b>	<b>We respect and care for each other</b> – we show appreciation, compassion, kindness and empathy for others
<b>Kotahitanga</b>	<b>Collaboration and Unity</b> – we are all in one ‘waka’ paddling consistently toward a common purpose
<b>Manaakitanga</b>	<b>Supporting and valuing others</b> – we are caring and supportive
<b>Whanaungatanga</b>	<b>Relationships, belonging and inclusion</b> – we value and honour relationships and engagement

<b>Whakamana Whanau</b>	<b>Empowering Whanau – we are strengths-based and put whanau front and centre of everything we do</b>
<b>Whakapapa</b>	<b>Connection and Heritage – we connect with each other and our history</b>

### Position Purpose

The purpose of this position is to deliver and support the He Kakano Ahau youth programme through direct clinical work, team leadership, and service coordination working collaboratively with partner services and internal programmes.

The role includes clinical oversight for youth workers, leading a small youth team, and clinical delivery to individuals and their whanau with mild to moderate-plus mental health and/or addiction challenges. This role is required to manage a caseload.

### Key functions include:

- Clinical Service Delivery
- Triage Support
- Clinical Leadership and oversight for youth workers
- Team Leadership and guidance
- Related Programme delivery and support

<b>Accountabilities</b>	<b>Standards/Achievements</b>
<b>Clinical Service Delivery Youth</b>	Support rangatahi aged 12-24 by delivering culturally responsive, evidence-based care that promotes wellbeing and resilience including: <ul style="list-style-type: none"> <li>• Conduct comprehensive mental health assessments for youth aged 12-24 years</li> <li>• Manage a caseload delivering brief evidenced based interventions for mild to moderate and moderate-plus mental health clients.</li> <li>• Develop where necessary individualised care plans in collaboration with young people and their whanau and monitor progress adjusting treatment as needed.</li> <li>• Provide support to He Kakano Ahau clinician, including supporting management of overflow referrals for moderate-plus cases into triage as required.</li> <li>• Ensure coordination of moderate-plus referral pathways and where appropriate Te Roopu Kimiora (TRK) referrals.</li> <li>• Maintain accurate and timely clinical documentation that meets professional and organisational standards.</li> <li>• Deliver therapeutic interventions in both individual and group settings, including but not limited to the Northern Health School (NHS) group programme.</li> </ul>
<b>Clinical Leadership and oversight</b>	Provide Clinical leadership, oversight and support to the Youth Workers associated with He Kakano Ahau within Mahitahi Hauora ensuring safe and effective practice across the team through: <ul style="list-style-type: none"> <li>• Case consultation and monitoring</li> <li>• Risk management and guidance</li> <li>• Reflective practice and training</li> </ul>

	<ul style="list-style-type: none"> <li>• Quality assurance and continuous improvement in service delivery</li> <li>• Active participation in weekly youth triage meetings</li> <li>• Provide a special focus for the moderate plus referrals</li> </ul>
<b>Collaboration and Stakeholder Engagement</b>	<p>Support the success of the He Kakano Ahau programme and related programmes through strong collaboration and stakeholder engagement including:</p> <ul style="list-style-type: none"> <li>• Attending and contributing to various meetings including but not limited to TRK meetings and Mahitahi Youth Triage meetings.</li> <li>• Maintain strong working relationships with partner agencies and services</li> <li>• Work closely with the Youth Worker Leader who coordinates North and South teams for He Kakano Ahau to ensure alignment across services.</li> <li>• Collaborate across programmes to ensure seamless care pathways for rangatahi.</li> <li>• Participate collaboratively with community stakeholders to develop a positive impact on community resilience.</li> <li>• Mentoring and supporting community providers as required.</li> </ul>
<b>Team Leadership</b>	<p>Provide team leadership for the Youth team including:</p> <ul style="list-style-type: none"> <li>• Provide day-to-day guidance, mentoring and coordination for team members.</li> <li>• Assist in Quality improvement initiatives</li> <li>• Assist in Health and safety for the youth team</li> <li>• Support team to ensure service has a Youth development lens</li> </ul>
<b>Professional Development</b>	<p>Maintain professional registration and capability through:</p> <ul style="list-style-type: none"> <li>• Ensuring professional registration is current and unencumbered</li> <li>• Accessing ongoing supervision</li> <li>• Participation in annual review and professional development plan</li> <li>• Identifying professional development needs and participate in programmes as required by the Line Manager</li> <li>• Support professional development to internal youth team</li> </ul>
<b>Reporting</b>	<ul style="list-style-type: none"> <li>• Provide a monthly report to the Mental Health Manager on activity, challenges and highlights.</li> <li>• Where required provide adhoc reports to support the requirements of the programme and Manager.</li> <li>• Provide 3 monthly narrative report.</li> </ul>
<b>Relationships</b>	<ul style="list-style-type: none"> <li>• Develop and maintain positive relationships with all internal and external stakeholders of Mahitahi Hauora.</li> <li>• Meet the needs of Māori in a culturally appropriate manner.</li> <li>• Proactively develop and maintain positive relationships across all primary and secondary health sectors, including community providers.</li> </ul>
<b>Organisational</b>	<ul style="list-style-type: none"> <li>• Have a good understanding of and comfortability in communicating the vision and strategic priorities of Mahitahi Hauora.</li> <li>• Maintain client confidentiality at all times, clients' rights, privacy and confidential information are safeguarded.</li> </ul>

	<ul style="list-style-type: none"><li>• Understand the principles of the Privacy Act 2020, and Health Information privacy Code (1994).</li><li>• Recognise individual responsibility for workplace Health &amp; Safety under the Health and Safety at work Act 2015 (HSWA 2015).</li><li>• Implement organisational policies and procedures, legislation and guidelines with their work.</li><li>• Uphold Te Tiriti o Waitangi and equity as key foundations when planning, implementing and evaluating our work.</li></ul>
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## Person Specification

### Key Qualifications, Experience, Skills and Knowledge:

Education and Qualifications	
<i>Essential</i>	<i>Desirable</i>
<ul style="list-style-type: none"> <li>Registered health professional with current practicing certificate and full membership with a professional body.</li> <li>Current and Un-encumbered</li> </ul>	<ul style="list-style-type: none"> <li>Relevant post-graduate qualification or working towards completing</li> <li>Development of services or change management</li> <li>CBT trained or commitment to working towards attaining</li> <li>Youth mental health specialised training</li> <li>Leadership experience or qualifications</li> </ul>
Experience	
<i>Essential</i>	<i>Desirable</i>
<ul style="list-style-type: none"> <li>Minimum of five years post-graduate experience in Mental Health and Addiction, preferably with a community and/or primary care focus</li> <li>Significant experience of working with youth, their whanau</li> <li>Group facilitation skills and experience</li> <li>Excellent interpersonal skills, proven ability to build and maintain positive and productive working relationships</li> <li>Capacity to work independently and autonomously, and as part of a team</li> <li>Demonstrated confidence and competence in working alongside Māori and their whanau</li> <li>Proven computer competency and knowledge of MS Office 365</li> <li>A confident communicator with excellent spoken and written English and a confident telephone manner</li> <li>The utilisation of brief intervention tools such as ACT, FACT, problem solving skills, CBT, Narrative, or motivational interviewing.</li> <li>Working with virtual tools such as telehealth, Zoom, Heidi</li> </ul>	<ul style="list-style-type: none"> <li>Experience working within a primary health care or population health framework</li> <li>Experience of working in Māori mental health settings or closely with Māori Providers and or structures.</li> <li>Working knowledge and application of Tikanga Māori in practice, and ability to articulate and demonstrate the application of Whanau Ora principles within scope of practice.</li> </ul>

**A commitment to the development in competency of:**

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| <ul style="list-style-type: none"> <li>• Te Tiriti o Waitangi and our obligations in our day-to-day work</li> <li>• Confidence in expressing and observing Tikanga, Māori protocols and use of Te Reo</li> <li>• A good understanding of Pae Ora and He Korowai Oranga</li> <li>• The application of Whanau Ora Outcomes Framework within Primary Care settings</li> <li>• Privacy Act (1993) and Health Information Privacy Code (1994).</li> </ul> | <ul style="list-style-type: none"> <li>• Health and Safety at Work Act 2015( HSWA)</li> <li>• Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996).</li> <li>• New Zealand Council of Healthcare Standards.</li> <li>• Mental Health Act</li> </ul> |
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**Skills and Personal Attributes**

**Skills:**

- Strong communication skills, both written and verbal.
- Strong interpersonal and relationship building skills.
- Is comfortable with using screening tools.
- Has the necessary skills to handle confidential or controversial information with sensitivity, discretion and professionalism, understanding that all such knowledge remains confidential to the organisation and, within the organisation used only for the purpose originally collected.
- Excellent organising and time management skills, and ability to prioritise and manage conflicting demands without compromising quality and flexibility, even in times of pressure.
- Strong decision making ability and ability to meet deadlines
- Ability to be creative in thinking and execution of interventions to enable relevant and effective response to community needs.
- Working within the principles of collaboration, integration and sustainability.  
Knowledge & proficiency with Microsoft Office applications, particularly Word, Outlook, Excel and Office 365

**Attributes:**

- A willingness to embrace innovative and effective approaches to enhance client's ability to identify factors affecting their health and interventions that will enhance a healthy wellbeing.
- Ability to work as a team and be a valued team member.
- Ability to maintain a high level of confidentiality and non-judgement respecting each individual's right to privacy.
- Attention to detail and accuracy.
- Ability to exercise wisdom and initiative.
- Punctuality and reliability.
- Flexibility to cope with changing demands.
- A professional attitude displaying personal integrity and honesty.
- An ability to work with a range of teams and individuals; demonstrating tact; a calm and caring nature.
- Open to learning opportunities and enhancing skills and knowledge relevant to the role.



**Variation of Duties**

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in anyway the scope or functions of this position. Duties and responsibilities can be amended from time to time, either by additional, deletion, or straight amendment by the CEO to meet any changing conditions. Any variation to duties will be discussed and agreed with you.

Employee Name: .....

Employee Signature: ..... Date:.....

Manager Name: .....

Manager Signature: ..... Date:.....