

POSITION DESCRIPTION

Oranga Tamariki—Ministry for Children

Title:	Psychologist
Group:	Services for Children and Families
Reports to:	Manager Specialist Services or Psychologist Team Leader
Location:	As specified
Direct Reports:	No
Budget:	No

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 Psychologist role provides expert advice and specialist services for some of the most vulnerable individuals in Aotearoa. These services occur in situations where tamariki and rangatahi are reported at risk of abuse, neglect or deprivation, or exhibit harmful behaviours.

The Psychologist is accountable for specialist assessments, consultations and evidence-based treatments and interventions of tamariki, rangatahi, matua and whānau involved with Oranga Tamariki. Working as an integrated service with partner agencies these services seek to achieve the reduction of measured trauma and psychopathology to affect the enhancement of entire wellbeing and achieving positive life outcomes for tamariki, rangatahi and whānau.

Psychologists also provide expert consultation and evidence based advice to inform decisions on Social Worker case management, expert evidence for judicial hearings and Family Group Conferences. Further consultation and specialist advice is offered to other professionals and community agencies locally and nationwide.

KEY ACCOUNTABILITIES

Key Result area	Key Accountabilities
Specialist Assessments	- Provide specialist assessments of tamariki and rangatahi involved with Oranga Tamariki incorporating: - Child clinical interviews - Professional and whānau interviews - Child development and developmental psychopathology - Forensic psychology - Complex abuse, neglect and traumatic impacts - Attachment and disordered attachment - Neuropsychological and cognitive functioning - Mental health functioning and disorders - Risk to self and others assessment and safety planning - Cultural and personal identity and functioning - Ecological systems and dynamics - Static and dynamic risk and protective factors - Understanding of complex family systems and domains - Psychometric administration and interpretation - Provide specialist assessment of matua involved with Oranga Tamariki incorporating: - Adult clinical interviews - Clinical interviews of other professionals and whānau - Personal development and psychopathology - Complex abuse, neglect and traumatic impacts - Attachment and relationship dynamics including clinical observation - Domestic and Family Violence impacts

Key Result area	Key Accountabilities
	- Forensic psychology - Neuropsychological and cognitive functioning - Mental health and substance abuse disorders - Cultural and personal identity and functioning - Ecological dynamics - Parenting capacity and skills - Static and dynamic risk and protective factors - Understanding of complex family systems and domains - Professional opinions - Psychometric administration and interpretation - Produce comprehensive reports with expert opinions regarding the presenting concerns, prognosis and recommendations; including of further supports and/or whether tamariki and rangatahi should return to parental care, for the use in Social Worker case management, the provision of expert evidence in Court, Family Group Conferences, and professionals' meetings. - Provide professional feedback to significant people involved in providing for the tamariki/rangatahi and their wellbeing.
Specialist Interventions	- Provide short and medium-term specialist therapeutic interventions for tamariki, rangatahi and matua involved with Oranga Tamariki including; - Evidence-based and practice-based evidence. - Trauma informed and eclectic in approach including modalities such as Cognitive Behaviour Therapy, sand and play therapy. - Tamariki, rangatahi and whānau focused - Mana enhancing within ecological and cultural frameworks - Working therapeutically with tamariki, rangatahi and matua presenting concerns including trauma, attachment, psychopathological, emotional and behavioural difficulties to enhance the individual's overall wellbeing. - The above is integrated with other support the tamariki and rangatahi are receiving. - Specialised coaching of caregivers to promote placement stability and longevity (Parent Child Interaction Therapy [PCIT]). - Specialised coaching of parents to support whānau reunification and positive parenting (PCIT). - Delivery of psychoeducation groups to caregivers (Fostering Security) or to tamariki/rangatahi. - Specialist report writing providing intervention updates, what goals established, what achieved, prognosis with recommendations.
Specialist Consultations	- Provide specialist and expert psychological advice through comprehensive consultation service to Oranga Tamariki Social Workers, internal and external professionals regarding the wellbeing and needs of tamariki, rangatahi, matua and whānau.

Key Result area	Key Accountabilities
	This advice on a range of areas relevant to a child welfare population. - Provision of Oranga Tamariki site face-to-face consultation clinics - Provision of duty clinics - Provision of Specialist Child Interview monitoring and trauma screening. - Provision of acute follow up with tamariki, rangatahi and whānau who present with self-harming and suicidal ideation. - Contribution to professional meetings (eg: Multidisciplinary Team meeting). - Casenoting and reporting effectively and efficiently. - Contributing to triaging and responses to referrals made to Clinical Services by Oranga Tamariki Social Workers.
Training and Education	- Prepare and deliver training to Oranga Tamariki colleagues, caregivers and other agency professionals in line with specialist knowledge. - Prepare and deliver training to whānau including caregivers to increase knowledge, protect placements and increase whānau wellbeing. - Staying abreast of current literature and research and implement in practice. - Undertake projects and areas of research relevant to Oranga Tamariki policies and programmes, or to Clinical Services service delivery. - Participate in professional development and continuing competency programmes as required by their professional or registration bodies. - Conduct and contribute to clinical case reviews within team and at other multidisciplinary meetings.
Compliance and Administration	- Provide clinical and peer supervision with peers and other groups if applicable (experience dependent) and when required. - Ensure administration tasks are completed in a timely manner including; - Consult casenotes and recording on CYRAS - Report writing to high clinical standard - Accurate clinical and organisational notes in paper files and adherence to organisationally required process of file closure. - Psychometric scoring and interpretation - Safe and secure storage of all client-related information - Comply with all legislative and regulatory requirements, and report any breaches as soon as they become known - Employees need to meet the Psychologist Board's professional standards of assessment, intervention, recording, and statutory processes. - Adhering to the ethical guidelines as per the Psychologist Board for Registered Psychologists, the Health Practitioners Competence Assurances Act 2003 and other appropriate guidelines.

Key Result area	Key Accountabilities
Being part of the Oranga Tamariki team	– Actively and positively participate as a member of the team – 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 – Adhere to all Oranga Tamariki procedures, policies, guidelines, and standards of integrity and conduct – Proactively look for opportunities to improve the operations of Clinical Services and Oranga Tamariki – Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these Principles into your work.

KEY RELATIONSHIPS

Internal	– Clinical Services staff – Clinical Services leadership team – Social Workers – Social Worker Supervisors – Practice Leaders – Site Managers – Regional Advisors (Disability and General) – Oranga Tamariki service streams such as Intake, Early Intervention, Intensive Intervention, Care, and Youth Justice.
External	– Clients and their families, whānau and caregivers – Multiagency partners (Police and Health) – Governmental Organisations (Ministries of Health, Education, Department of Corrections, Family Court) – Non-Governmental Organisations. – Professional bodies. – Universities – Partnerships with Iwi and Maori organisations including Iwi authorities

QUALIFICATIONS & EXPERIENCE

Qualifications	– Masters or Doctoral degree with relevant Psychologist post graduate training. – Must be registered as a Psychologist with the New Zealand Psychologists' Board and hold a current Annual Practicing Certificate. – Preferably have postgraduate qualifications in Clinical, Child and Family, Counselling or Educational Psychology. If other Psychologist training programme, then proven evidence of study and psychological practice of work with tamariki, rangatahi, matua
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	and whānau. - Preferably have additional post-graduate training in working with children, young people and adults who have experienced abuse, neglect and trauma. This within an attachment theory framework and an understanding of developmental psychology through the different stages. - Membership of a Psychological professional body encouraged (eg: New Zealand Psychological Society) - A clean, current driver's licence is essential and a willingness to drive Oranga Tamariki vehicles.
Other requirements	- A passion for working with tamariki, rangatahi and whānau and the networks that support them as well as a desire to make a difference
Experience	- Have proven practical experience in a wide range of applied psychology, including assessment, intervention, consultation, training and evaluation with tamariki, rangatahi, matua and whānau. - Sound knowledge of psychological knowledge and theories and application in relation to the trauma and abuse population. - Have demonstrated the capacity to work diligently and professionally, with respect for Organisational requirements and deadlines. - Experience in administration and interpretation of psychometric tests and instruments, alongside clinical ability to assess developmental functioning, trauma, behavioural concerns, risk, relationships and other domains in tamariki, rangatahi and matua populations. - Experiences in working directly with tamariki from 0 – 21 years old. Experiences in providing services to whānau of all age ranges. - Should have some knowledge of the responsibilities of Oranga Tamariki, and an understanding and appreciation of the role of social workers and other organisational staff. - Have practical experience in working with children, young people and their families, including Māori and/or Pacific Island families. - Understand Te Tiriti o Waitangi, its application to the work of the services of Oranga Tamariki and the commitment of Oranga Tamariki to biculturalism.
Skills	- Present information in a concise and logical manner both orally and written. Ability to write succinctly and coherently for a varied audience. - Apply well-developed listening, comprehension and analytical skills. - Understanding of complex dynamics and ability to provide solutions via problem solving, often independent of oversight. - Develop good working relationships with colleagues, professionals in other Governmental agencies and in the community. Works well in a multidisciplinary team. - 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.
 - Provides pieces of work that require only minimal review from supervisor. Utilises supervision largely in a reflective capacity.
 - Sound understanding of evidence-based assessment and therapeutic models.
 - Ideally trained in sand tray and Cognitive Behaviour Therapy modalities or have motivation to train further.
 - Preferably have some form of training in delivering parenting programmes and psychoeducation.
 - Will be acquainted with the Oranga Tamariki Act (1989) and other relevant legislation such as Care of Children Act (2004).
 - Acknowledges the need to work holistically amongst diverse cultural and ethnic backgrounds.
 - An ability to multi-task and adapt to changing work demands such as duty and crisis calls
 - flexibility to work across different settings with various and competing role demands
 - Insightful and self-aware of own processes and countertransference reactions when dealing with a high needs and vulnerable client group where trauma has featured significantly in their experience
 - Self-care skills and resilience for dealing with exposure to the effects of trauma and traumatic incidence of our client group
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