

## **Registered Psychologist - *Stop* Adult Service – Christchurch**

*Stop* is a specialist provider of high quality community-based assessment and treatment services that make a difference in the lives of people affected by harmful sexual behaviour.

*Stop* is recruiting for full or part-time psychologist role in the Adult Service, based in **Christchurch**. The position will require the successful candidate to complete clinical assessments and deliver individual and group-based programmes of intervention for adults who have engaged in harmful sexual behaviour. The position will also involve working in a new prevention service being developed to provide support for adults who experience sexual interest in children and are seeking help to address this.

Our programmes incorporate a holistic approach which places critical focus on the importance of working with the individual in the context of their whanau and wider system. This is an excellent opportunity for a clinician in a multi-disciplinary team working closely with professionals in other community and statutory agencies.

The ideal applicant will be a Registered Psychologist and have:

- Experience in clinical assessment and intervention with adults
- The ability to work independently and systemically with families and support and accountability networks
- Experience and skills in therapeutic work with adults with an intellectual disability would be an advantage
- Knowledge of the dynamics of harmful sexual behaviours and modalities of interventions to address this behaviour is preferable but not essential

*Stop* provides a professionally stimulating and supportive work environment with staff benefits that include:

- Employer paid medical insurance
- 5 weeks annual leave and 10 days sick leave per annum
- High quality supervision
- Attractive salary commensurate with the role
- Generous professional development package that is tailored to the individual's skills and needs of the service

This is an exciting opportunity to work in a challenging and dynamic field of clinical work. Specialist training will be provided to the successful candidate. Applications will be processed as they are received. For more information contact:

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## POSITION DESCRIPTION

<b>Position Title:</b>	<b>Registered Psychologist Adult Service</b>
<b>Reporting To:</b>	Team Leader, Adult Service
<b>Staff Responsibilities:</b>	Nil
<b>Position Summary:</b>	Provide clinical assessment, treatment and consultation as part of an interdisciplinary team providing specialist intervention to adults who have engaged in harmful sexual behavior/sexual offending and their families/whanau

### Organisation Context

STOP provides community-based assessment and treatment services for adolescents and adults who have engaged in harmful sexual behaviour and for children who have engaged in concerning sexualised behaviour. STOP is governed by a Trust Board, with a Chief Executive responsible for the operational aspects of the organisation, Team Leader responsible for the clinical services of the Adult services, Clinical Manager and Team Leaders responsible for the Adolescent services and Children's services.

### Functional Relationships

#### Internal

- Team Leader - Adult Services
- Clinical staff -Adult and Adolescent services
- Admin support- Adult service

#### External

- Referral agencies/professionals
- Clients and families/whanau
- Community organisations/professionals
- Other related treatment providers

Key Result Areas	Performance Measures
<b>Clinical Assessment</b>	<ul style="list-style-type: none"> <li>• Clinical and risk assessment meets best practice standards and are completed within specified time frames.</li> <li>• Psychometric tests are administered and interpreted relevant as appropriate to level of training.</li> <li>• May provide training, support and consultancy to clinical staff in the administering of relevant psychometric tests.</li> <li>• Psychometric tests used by clinicians are regularly reviewed to ensure they are the most appropriate and robust tests for the purposes</li> <li>• Assessment reports are of a high professional standard and the results of the assessment are effectively communicated to both client, support persons and referring professionals in appropriate language.</li> </ul>
<b>Clinical Treatment</b>	<ul style="list-style-type: none"> <li>• Individual therapy, group therapy and family work are provided to best practice standard.</li> <li>• Psychological consultations regarding clients that may be provided to clinical team members are of best practice standard.</li> <li>• Case Reviews and System Reviews are organised on time and feedback is focused and relevant.</li> <li>• Maintains client workload as determined by and consistent with workload management system</li> </ul>
<b>Consultation and Planning</b>	<ul style="list-style-type: none"> <li>• Contributes to clinical planning, co-ordination and case management of the service in ways that results in effective outcomes.</li> <li>• Takes responsibility for consulting with clinical colleagues appropriately and makes sound clinical decisions</li> </ul>
<b>Records</b>	<ul style="list-style-type: none"> <li>• Keeps written records in accordance with guidelines laid down by the service</li> <li>• Statistical records are provided on time and according to service procedures.</li> </ul>

<b>Key Result Areas</b>	<b>Performance Measures</b>
<b>Liaison</b>	<ul style="list-style-type: none"> <li>• Liaises effectively with other services as clinical work requires.</li> <li>• Liaison with community organisations and professionals enhances outcomes for clients.</li> </ul>
<b>Supervision</b>	<ul style="list-style-type: none"> <li>• Is well prepared for supervision and makes good use of clinical and professional supervision.</li> </ul>
<b>Professional Standards of Practice</b>	<ul style="list-style-type: none"> <li>• Professional competencies are maintained through:</li> <li>• Regular peer review</li> <li>• Attendance at approved training opportunities, conferences, courses, in-service seminars</li> <li>• Keeps up-to-date with literature and diagnostic tools relevant to the clinical assessment and treatment</li> </ul>
<b>Research</b>	<ul style="list-style-type: none"> <li>• Contributes to research activities as appropriate</li> </ul>
<b>Cultural</b>	<ul style="list-style-type: none"> <li>• Actively promotes the provision of clinical services, which reflect the cultural diversity of the client group and service area, taking into particular account the needs of Mana Whenua</li> <li>• Feedback from colleagues and clients indicates a culturally safe standard of practice</li> <li>• Service activity, development and implementation are undertaken in accordance with the principles of the Treaty of Waitangi, partnership and participation.</li> <li>• Consultation is undertaken with Kaimahi colleagues, Maori agencies and persons as appropriate.</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>• Actively supports all health and safety initiatives</li> <li>• Ensures own and others safety at all times</li> <li>• Complies with policies, procedures and safe systems of work</li> <li>• Reports all incidents/accidents in a timely manner</li> </ul>

## Competencies Required for Role

### Interpersonal Skills

- Personable and friendly and builds an effective level of rapport with clients within a short period of time
- Ability to make difficult decisions under pressure
- Ability to be resilient under stress and have strategies for dealing effectively with stress
- Effectively communicates in challenging situations

### Qualifications, Skills and Knowledge

- Proven competency in clinical assessment, clinical reports and problem formulation
- Have a qualification and registration in Psychology and current practising certificate
- Have a thorough understanding and experience in therapeutic work in the sexual abuse field
- Robust understanding of the key frameworks/clinical practices in the area of sexual abusing intervention and/or violence/Alcohol and Drug intervention
- Experience and demonstrated competence in individual therapy, group therapy and family work
- Some experience with co-gender facilitation
- Demonstrate a high degree of personal awareness, with an ability to address transference and countertransference issues in relation to clinical work
- Commitment and knowledge of best practice supervisory practices and audit procedures
- Professional interest and skills in evaluation and research
- Have a working knowledge of the Treaty of Waitangi and the implementation of it's principles, both generally and in the context of abuse
- Demonstrates effective and sensitive approaches to working with peoples of different and diverse cultural backgrounds
- Proven effectiveness in liaison and networking with community groups, agencies, and statutory organisations
- Demonstrated use of best practice methods of accountability and professional standards

### Communication Skills

- Effective organisational skills
- Effective verbal and written communication skills in a range of settings
- Communication approach is appropriate for context and purpose required

### **Problem Solving**

- Able to analyse multi-dimensional issues and identify the key issues in a complex situation.
- Solutions and judgements are supported by reasoned analysis that takes into account causes and consequences. Generates innovative solutions
- Able to think quickly and provide a reasoned response
- Considers the wider implications of their actions and decisions.

### **Excellence Focus**

- Is self-motivated in setting challenging goals and targets for themselves and is motivated to achieve goals and objectives of the service.
- Has a sound level of insight into own strengths and weaknesses and is committed to addressing areas of weakness.
- Adapts easily to changes in the work context.

### **Personal Attributes and Values**

- Have a sound awareness of gender issues and the social context in which abuse occurs
- Ability to work closely with others in a cooperative manner to achieve professional and organisation goals
- Is aware how their own actions reflect on the employing organisation, and interacts with others (e.g. team members, clients, community) accordingly
- Is positive about demonstrating respect for other staff, clients and community group members

### **Conditions of Employment**

- Position is either fulltime or as negotiated
- Normal full-time hours are 40 hours Monday to Friday between 8.30am – 6.30pm
- Regular evening work is required to co-facilitate a therapy group up to two evenings per week.
- All applicants must be New Zealand residents or hold an appropriate New Zealand work permit to apply for this position
- Salary will be commensurate with qualifications and experience and will be confidentially negotiated with the preferred applicant
- The Annual leave Entitlement is five weeks per annum. Leave entitlement is established on a full-time equivalent employment basis
- All Employees are required to belong to a professional association, which provides Professional Indemnity Insurance. STOP will pay the annual professional association membership and practising certificate (pro-rata if also self-employed) for the period of employment with STOP.
- The Trust provides clinical supervision and professional training for Employees