



JOB DESCRIPTION: KAIAWHINA – THERAPIST

KOROWAI TUMANAKO is a small yet growing social service organisation specific to the sexual violence sector. KOROWAI TUMANAKO has a **Board of Directors** supported by an Iwi/Hapu Advisory Group, a **Runanga**, who ensure service direction and policies reflect needs identified by iwi and hapu. The **Runanga** also ensures the interface between law and tikanga is navigated safely to support best outcomes. In addition to the **Runanga** the Board and Managing **Co-Directors** are also guided by an **International Clinical Advisory Group**. Included in this group are specialists in the Harmful Sexual Behaviour sectors from New Zealand and abroad.

Therapeutic staff are to directly provide a range of services including education, research, therapy, consultation and prevention activities. Staff (including contractors) will reflect a Maori worldview that honours the identity of wahine and tane and ira tangata.

POSITION: KAIAWHINA-THERAPIST
RESPONSIBLE TO: Co-Directors (or other as nominated by Co-Directors)
RESPONSIBLE FOR: The delivery of specialist assessment and treatment services to people who have a history of harmful sexual behaviour towards children and young people, along with other members of the community. Also, the provision of training/education and internal supervision may be required.

KEY COMPETENCIES	KEY TASKS	DESIRED OUTCOMES
ASSESSMENT	<p>Co-assessment of people with a history of concerning or harmful sexual behavior referred to KOROWAI TUMANAKO as to their suitability for treatment in the programme</p> <p>Assessment of their support system and environment</p> <p>Report writing</p> <p>Ensure clients receive other specialist assessments as necessary</p> <p>Liaison with other relevant professionals and service providers</p>	<p>Assessment completed according to agreed protocols</p> <p>Assessment completed within required timeframe</p> <p>Other specialist assessments arranged appropriately</p> <p>Other service providers informed appropriately</p>
THERAPY	<p>Provide individual, whanau and group therapeutic services and education to participants of KOROWAI TUMANAKO and their whanau of support</p> <p>Design suitable therapy plans for participants</p> <p>Participate in noho marae and waananga days for participants and their whanau</p> <p>Meet with the participants together with their whanau and wider community system of support</p> <p>Liaise with other treatment providers regarding participants' therapeutic needs where appropriate</p>	<p>Therapy provided in conjunction with agreed protocols and service policies and procedures.</p> <p>Therapy is provided in a regular, planned way in co-ordination with team members and other service providers</p> <p>Participants generally indicate improvement/progress/reduced risk/according to the evaluation measures used by the programme. All services are conducted in accordance with KOROWAI TUMANAKO policies and procedures</p>

KEY COMPETENCIES	KEY TASKS	DESIRED OUTCOMES
SUPERVISION & CASE CONSULTATION	<p>Attend internal clinical supervision on an individual or group basis as member of the team</p> <p>Providing coaching and mentoring to others in the Team as agreed with the Co-Directors</p>	<p>Supervision is attended on a regular basis</p> <p>A written record of supervision is kept</p> <p>Video/audio/written recordings of clinical work is provided for supervision as requested</p> <p>Supervision, coaching and mentoring promotes the professional development of staff and KOROWAI TUMANAKO and the safety of whanau</p>
RECORDING, REPORTING & STATISTICS	<p>Maintain a written record of all work with clients</p> <p>Keeping accurate and secure files about the programme participants.</p> <p>Providing reports to other agencies as required demonstrating excellent verbal and written communication skills.</p> <p>Providing statistical information to Management as required.</p> <p>Present client files for case review and audit</p>	<p>Written information is kept to a standard which facilitates supervision and casework auditing</p> <p>All casenotes and reports are up to date and kept according to KOROWAI TUMANAKO protocols</p> <p>Reports provided to KOROWAI TUMANAKO according to required standards and format</p> <p>Statistical information provided to Management according to agreed format and within the agreed time</p> <p>Prepared for case review when requested</p>

KEY COMPETENCIES	KEY TASKS	DESIRED OUTCOMES
TEAM MEMBERSHIP	<p>Assist with the development of a specialist team within KOROWAI TUMANAKO which delivers services primarily to Maori</p> <p>Contribute to the effective functioning of the KOROWAI TUMANAKO team</p> <p>Uphold the public presentation of the team</p> <p>Maintain effective communication with the other team members</p> <p>Work in a manner consistent with the roles, functions, and philosophies of a multi-disciplinary team</p> <p>Work collaboratively</p> <p>Accept feedback from other team members</p>	<p>The Team is established</p> <p>The Team functions effectively</p> <p>Observe dress code according to KOROWAI TUMANAKO standards</p> <p>Behaviour and relationships promote the effective functioning of the team and agency and uphold the mana of the team and agency, internally and externally</p>
EVALUATION MEASURES	<p>Ensure Psychometric Scales, therapists' reports and participant feedback reports and any other evaluation tools are completed</p>	<p>Evaluation measures are prepared in an accurate and timely manner to meet the clinical and administrative requirements of the programme</p> <p>Evaluation forms are provided to participants for Quality Assurance purposes</p> <p>Evaluation and assessment measures are used accurately and with regard to the professional literature and Te Aronga Maori</p>

KEY COMPETENCIES	KEY TASKS	DESIRED OUTCOMES
PROGRAMME DESIGN	<p>Take a lead role in the design of assessment process and content within the programme</p> <p>Providing leadership in the design of treatment programmes throughout the region</p> <p>Assist with the preparation of training and community awareness programmes</p> <p>Assist with the ongoing development of the Programme Manual as required</p>	<p>Programme design is consistent with KOROWAI TUMANAKO protocols, is cognisant of current literature and trends in the treatment field, and is predicated on Te Aronga Maori</p>
TRAVEL	<p>Regularly required to travel to other localities within the region to provide therapeutic services, training, education including community awareness raising</p>	<p>Travel to other localities is undertaken as necessary</p>
SERVICE PROMOTION	<p>To assist with promoting services offered by KOROWAI TUMANAKO throughout the region</p>	<p>KOROWAI TUMANAKO's views are represented accurately and professionally</p> <p>The therapist demonstrates a thorough knowledge of KOROWAI TUMANAKO's policies and procedures</p>

CULTURAL	To provide services in a culturally safe manner in line with agency policies, protocols and resources	Services provided are culturally safe
----------	---	---------------------------------------