**JOB DESCRIPTION: KAIAWHINA/THER APIST**

KOROWAI TŪMANAKO is a small yet growing social service organisation specific to the sexual violence sector. KOROWAI TŪMANAKO 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 hapū. The Runanga also ensures the interface between law and tikanga is navigated safely to support best outcomes.

In addition to the Runanga the Board, including Ngā Pou Rangatira/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 Aotearoa/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 Māori worldview that honours ira tangata, recognizing that a balance of genders is critical for Maori wellbeing.

Full training in this specialism will be given in this richly rewarding mahi which is focused on the prevention of further harm occurring.

**POSITION:**  KAIAWHINA/THERAPIST

**RESPONSIBLE TO:**  Ngā Pou Rangatira/Co-Directors (or other as nominated)

**RESPONSIBLE FOR:** The delivery of specialist assessment and treatment services to people who have a history of harmful sexual behaviour primarily towards children and young people, and also other members of the community. Also, the provision of training and supervision as requested by Ngā Pou Rangatira/Management

**­­­­­­­­­­­­­­­­­­KEY COMPETENCIES KEY TASKS DESIRED OUTCOMES**

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| ASSESSMENT | Assessment of people with a history of concerning or harmful sexual behavior referred to KOROWAI TŪMANAKO as to their suitability for treatment in the programmeAssessment of their support system and environment Report writingEnsure clients receive other specialist assessments as necessaryLiaison with other relevant professionals and service providers | Assessment completed according to agreed protocolsAssessment completed within reasonable timeframeOther specialist assessments arranged appropriatelyOther service providers informed appropriately |
| THERAPY | Provide individual, whanau and group therapeutic services and education to participants of KOROWAI TŪMANAKO and their ‘whānau of support’Design suitable therapy & safety plans for participantsParticipate in noho marae and wānanga days for participants and their whānauMeet with the participants together with their whānau and wider community system of supportLiaise with other treatment providers regarding participants’ therapeutic needs where appropriate | Therapy provided in conjunction with agreed protocols and service policies and procedures.Therapy is provided in a regular, planned way in co-ordination with team members and other service providersParticipation in occasional weekend noho maraeParticipants generally indicate improvement/progress/reduced risk/according to the evaluation measures used by the programme. All services are conducted in accordance with KOROWAI TŪMANAKO policies and procedures |

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**KEY COMPETENCIES KEY TASKS DESIRED OUTCOMES\_\_\_\_\_\_\_\_\_\_\_**

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| SUPERVISION & CASE CONSULTATION/TRAINING | Attend internal clinical supervision on an individual or group basis as member of the teamAttend regular external supervisionProvide coaching and mentoring to others in the Team as agreed with the Ngā Pou RangatiraParticipate in staff training wānanga | All supervision is prepared for and attended on a regular basisA written record of supervision is keptVideo/audio/written recordings of clinical work is provided for supervision as requestedSupervision, coaching and mentoring promotes the professional development of staff and KOROWAI TŪMANAKO and the safety of whanauActive participation |
| RECORDING, REPORTING & STATISTICS | Maintain a written record of all work with clientsKeeping accurate and secure files about the programme participants.Providing written and verbal reports to other agencies as requiredPresent client files for case review and auditProviding statistical information to Management as required | Written information is kept to a standard which facilitates supervision and casework auditingAll case notes and reports are up to date and kept according to KOROWAI TŪMANAKO protocolsReports provided to KOROWAI TŪMANAKO agreed standards and formatStatistical information provided to Management according to agreed format and within the agreed timePrepared for case review when requested |
| TEAM MEMBERSHIP | Assist with the development of a specialist team within KOROWAI TŪMANAKO which delivers services primarily to MāoriContribute to the effective functioning of the KOROWAI TŪMANAKO team and officeUphold the public presentation of the teamMaintain effective communication with the other team membersWork in a manner consistent with the roles, functions, and philosophies of a multi-disciplinary teamWork collaborativelyOffer and accept feedback from other team members | The Team is established and functions effectivelyDemonstrate flexibility and willingness to engage in a range of tasks as requiredObserve dress code according to KOROWAI TŪMANAKO standards Behaviour and relationships promote the effective functioning of the team and agency and uphold the mana of the team and agency, internally and externallyEmbrace opportunities for growth |
| EVALUATION MEASURES | Ensure Psychometric Scales, therapists’ reports and participant feedback reports and any other evaluation tools are completed | Evaluation measures are prepared in an accurate and timely manner to meet the clinical and administrative requirements of the programmeEvaluation forms are provided to participants for Quality Assurance purposesEvaluation and assessment measures are used accurately and with regard to the professional literature and Te Aronga Māori |

**KEY COMPETENCIES KEY TASKS DESIRED OUTCOMES\_\_\_\_\_\_\_\_\_\_\_**

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| PROGRAMME DESIGN | Take a lead role in the design of assessment process and content within the programmeProviding leadership in the design of treatment programmes throughout the region (according to level of expertise)Assist with the preparation of training and community awareness programmesAssist with the ongoing development of the Programme Manual as required | Ensure programme design is consistent with KOROWAI TŪMANAKO’s protocols; is cognisant of current literature and trends in the treatment field; and is predicated on Te Aronga Maori |
| TRAVEL | Regularly required to travel to other localities within the region to provide therapeutic services, training, education including community awareness raising | Travel to other localities is undertaken as necessary |
| SERVICE PROMOTION | To assist with promoting services offered by KOROWAI TŪMANAKO throughout the region  | KOROWAI TŪMANAKO’s views are represented accurately and professionallyThe therapist demonstrates a thorough knowledge of KOROWAI TŪMANAKO’s operating policies and procedures |
| CULTURAL | To provide services in a culturally safe manner in line with service policies, protocols and resources | Services provided are culturally safe |