

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Mental Health Professional
Reports to	Team Leader Wellington CAMHS
Location	Te Whare Tipu, 21 Hania Street, Mt Victoria, Wellington. From time to time as part of Variance Response you may be required to work in other areas.
Department	Wellington Child Adolescent Mental Health Services (CAMHS), MHAIDS.
Date	10-08-2026
Salary band (indicative)ⁱ	Permanent, Part time 0.8 FTE (32 Hours) PSA Allied Health Step 1-7 \$79,014 - \$110,290 PSA Nursing Step 1-7 \$77,667 - \$109,407
Children's Worker roleⁱⁱ	YES

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the Mental Health Professional role is to:

[Provide discipline specific, clinical knowledge and professional services as a member of the mental health multi-disciplinary team (MDT) with young people, age 0-18 years experiencing moderate to severe mental health difficulties.

Clinicians provide professional discipline specific assessment, intervention and care management for tangata whaiora, their whānau and caregivers. They liaise, consult and engage with tangata whaiora, whānau and caregivers, and support access to appropriate supports and resources in the community. Our client group is diverse and we cover a broad spectrum both socioeconomically and culturally. We work alongside specialist services such as Te Roopu Kaitiaki – alcohol and substance youth specialists, Te Whare Marie CAMHS (Maori CAMHS) & Pasifika CAMHS, EIS- Early Intervention (Psychosis) Services, Maternal Mental Health and CREDS - Central Regional Eating disorder Services.

The mental health professional is responsible for providing clinically effective assessment, treatment, intervention and goal setting with tāngata whaiora. This includes treatment plans developed together with the tāngata whaiora and family/whānau. The MH professional

ensures care pathways are coordinated with primary care, education, paediatric services, inpatient units, NGOs, and community agencies. The role also involves on going monitoring and discharge planning, ensuring documentation, assessments, and care plans meet organisational and professional standards.

Along with case management, the mental health professional also provides individual and group work, education and providing sound clinical and cultural knowledge in the MDT discussions. The mental health professional will work closely with tāngata whaiora /whānau and community agencies to achieve the outcomes agreed by the multidisciplinary process.

The mental health professional will contribute to their own professional development activities, as well as wider professional activities within CAMHS and the DHB region.

Key Result Area	Expected Outcomes / Performance Indicators
Assessment, care planning and therapy services	• Assessment, care planning and therapy services • Assessments are completed using appropriate assessment tools. • Risk assessment and management plans are incorporated into the planning processes. • Practice demonstrates specialist knowledge of mental health diagnoses and mental health issues. • Clinical interventions include a variety of models of therapy and an ability to apply a range of support strategies and treatment options. • The needs of tangata whaiora, clients are clearly identified and care/treatment/ plans documented. • Tāngata whaiora and their whānau are actively involved in assessment, planning, review and discharge processes. • The needs and goals of tāngata whaiora are clearly identified and documented in assessment, planning, treatment and care plans. • Assessment and recovery planning and sessions includes those people identified by the tāngata whaiora as significant to them and their recovery. • Comprehensive clinical case notes are kept up-to-date in accordance with legislation, organizational policy and service procedure.
Care Management	• Referrals and caseload are effectively and appropriately managed to respond to the needs of tangata whaiora, clients, their family, whanau and caregivers. • Care and treatment is coordinated effectively through MDT and in consultation with appropriate services and agencies. • Information is provided to tangata whaiora / clients and their family/whanau/caregivers regarding relevant resources and services available. • Liaison and consultation with Maori Mental Health staff and/or other Maori health providers, Iwi, hapu and whanau assists in identifying cultural needs, interpreters and other cultural services.

Be a proactive member of the multi-disciplinary team	• Displays professional and constructive participation in teamwork and acknowledges others' expertise, strengths and limitations. • Discipline specific skills, knowledge and professional perspective are made available to assist colleagues in a positive and proactive manner. • Liaison and consultation with the MDT ensures care and treatment options are negotiated to meet the best outcomes for tangata whaiora / clients, their families/whānau/caregivers.
Quality Improvement	• Active participation is maintained in team meetings to plan quality clinical care and contribute to service development planning, the strategic direction and integrity of Mental Health Services. • Commitment to continuous quality improvement is demonstrated by identifying quality initiatives within own practice and services to clients. • Informs and updates team on service development projects and specialist interest areas. • Provision of clinical services meets the standards required by policy, service delivery pathways and procedures, relevant guidelines and regulations. • Contributes to mental health promotion, education and illness prevention activities according to service requirements.
Assist in providing a safe environment which promotes health and wellbeing	• Tāngata whaiora, consumers are treated with respect and their comfort, privacy and dignity is maintained. • Practice reflects knowledge and understanding in the application of the principles of the Te Tiriti o Waitangi as they relate to mental health. • Knowledge of the Health & Disability code of Consumers Rights is reflected in practice. • Effective advocacy skills and relationships support tāngata whaiora/clients, their whānau/ families and caregivers. • Training and MHS core competencies are undertaken and updated as required.
Consultation / Liaison	• Effective support networks, communication and liaison with other key providers / agencies are developed and maintained to support the service, clinicians and tāngata whaiora/clients/ whānau/ families. • Effective support networks, communication and liaison links are maintained with other CAMHS and MH Regional Specialty services/areas – and specific expertise in specialty areas is utilised within the team to support clinicians and tāngata whaiora/clients/ whānau/ families.
Education / Professional development	• Orientation and core training are completed. • Training & education requirements and updates are attended as required. • Professional and cultural training needs are identified and actioned. • Peer supervision is undertaken with colleagues. • Clinical supervision is undertaken in accordance with the service procedure and relevant guidelines.

	- Annual performance appraisal and development plans are arranged with the Team Leader/Clinical Nurse Manager and professional body advisor. - Collegial support is maintained with professional discipline colleagues and attendance at professional training or meetings is encouraged.
--	--

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	- Supports efforts to improve access to services and achieve better outcomes for the communities we serve. - Uses evidence and insights to identify barriers and opportunities for improvement. - Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	- Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. - Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. - Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	- Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. - Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. - Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	- Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. - Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. - Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Clinical or operational matters that require escalation must be referred to the relevant health professionals, Team Leader, Operational, Nursing or Allied Health Professional leader/Director.

Relationships

External	Internal
• Tangata Whaiora and Whānau • Education services • Oranga Tamariki • Health & social support agencies • Youth Respite Services • Community agencies • NGO Providers • Primary Health Organisations • GP's • Professional Registration board • Professional Association • Other National Mental Health & AOD Teams both inpatient and community. • Consumer advocates & agencies • Volunteers • Contracted Agencies to CAMHS. • Police • Corrections & Justice Staff	• Multidisciplinary team • Contracted therapists • Administrators • Students • CAMHS & other regional Youth Sector Services, Adult Community Mental Health & AOD Teams. • Crisis Response Service (CRS), Duty managers, • Co Response Team (CRT) • Child Development Service (CDS) • Inpatient hospital wards- Paediatrics, ED, RRAIS • Cultural consultants, Lived Experience and Family advisors • Professional Leaders • Director of Allied Health or Nursing • Quality Coordinators • Learning & Development • Operations Manager

About you – to succeed in this role

You will have

Essential:

- Registration with discipline specific board

New Zealand Nursing Council's (NCNZ) Nurse Practitioner/Registered

NZ Social Work Registration Board

<http://www.swrb.govt.nz/competence-assessment>

NZ Psychotherapy Registration Board <https://www.pbanz.org.nz>

NZ Occupational Therapy Registration Board

<https://www.otboard.org.nz/>

NZ Psychology Registration Board <https://psychologistsboard.org.nz/>

Drug & Alcohol Practitioners Australasia Aotearoa New Zealand

<https://dapaanz.org.nz/>

- Current annual practising certificate.
- Minimum 2 years' clinical practice.
- A good level of knowledge, and experience working with moderate to severe mental health, risk presentations, and other comorbid difficulties, ideally with children and adolescents.
- Experience in clinical practice with trauma, emotional dysregulation, neurodiversity, and challenging family systems.

- Clinically competent and confident to work independently and collaboratively as a clinician interacting with clients, their whānau, and caregivers.
- Ability to provide interventions for tangata whaiora with secondary mental health presentations.
- Ability to advise, consult and educate the tangata whaiora, whānau and relevant others about treatment options.
- Skilled at working collaboratively with internal and external providers
- A commitment and understanding of the Treaty of Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.
- High standard of written and verbal communication skills.
- Current Full NZ driver's license with ability to drive a manual and automatic car.
- Proficient in using technology in the workplace.

Desired:

- Previous experience with any of the following: Systemic interventions, EMDR, DBT, CBT, Parent-Child Relational Interventions, Group facilitation, Brief Psychotherapeutic interventions, Infant Mental Health, Play therapy.
- High level of knowledge, understanding and experience working with, treating and assessing personality disorders, complex PTSD and other co-morbid difficulties.
- Knowledge of CAPA.
- Previous experience working with children and young people in a CAMHS setting.

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
- Recognise and manage risk in a clinical environment.
- Have the ability to work autonomously and also as an integral part of a multi-disciplinary team.
- Work in an emotionally challenging and changing environment.
- Undertaking professional development to maintain and enhance their skills.

- Facilitate Groups or be committed to growing your skills in group facilitation.

Desired:

- Previous experience in child and adolescent mental health.
- Provide Family Therapy, Parent – child interventions.
- Work systematically with families and whānau.
- Knowledge and understanding about Te Tiriti o Waitangi, and the impact of colonisation; the impacts of poverty, discrimination and minority stress.
- Help clinicians develop and provide appropriate care and specific treatments for clients with complex needs where personality dysfunction is a feature of presentation.

ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.