

Position Description

Position	Local Service Lead
Team / Service	Lower Hutt Home Base, Hutt Valley & Wairarapa Locality, Mental Health & Addiction Service
Group	Mental Health, Addiction & Intellectual Disability Service (MHAIDS)
District	Capital, Coast & Hutt Valley and Wairarapa Districts
Responsible to	Operations Manager, Hutt Valley and Wairarapa Locality
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from your home base. However, from time to time, in response to overall service demand and after discussion with your manager, you may be required to work in other areas/multiple locations across the district.

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Lower Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast.

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

Mana whakahaere Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.

Mana motuhake	Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
Mana tāngata	Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
Mana Māori	Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whānau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Te Whatu Ora is committed to Te Tiriti ō Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Service Perspective

The Mental Health, Addiction and Intellectual Disability Service (MHAIDS) has over 1600 employees and spans two districts – Wairarapa and Capital, Coast and Hutt Valley.

MHAIDS includes local, regional, and national services. Our local Mental Health & Addiction Service provides care from multiple sites within the sub-region – greater Wellington, Hutt Valley and Wairarapa. The Forensic & Rehabilitation Service and the Intellectual Disability Service deliver regional and national inpatient services from the Rātonga-Rua-O-Porirua campus.

The core business of MHAIDS is the provision of quality specialist services, integrated with primary and secondary providers in the communities we serve.

MHAIDS is committed to the underlying principles of:

- Te Tiriti ō Waitangi as the founding document of Aotearoa/New Zealand
- He Ara Oranga
- Mental Wellbeing Long Term Pathway
- Whakamaua – Māori Health Action Plan 2020-2025
- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga
- The Intellectual Disability High and Complex Framework

MHAIDS has access to business support services, including People and Culture, and Finance. In addition, the management and delivery of clinical services across MHAIDS is underpinned by consultation, advice, and support from a range of cultural, lived-experience, and family advisors, and business, quality and organisational development personnel.

Group Perspective

The model of care for the Local Adult Specialist Mental Health and Addiction Service seeks to eliminate inequities experienced by Māori, Pacific peoples, disabled people, and other groups. It supports our vision for an integrated mental health and addiction service, with a focus on local delivery across the district – **‘one system, one service, locally delivered’**.

The model of care aims to improve the inequalities and barriers faced by tāngata whaiora and whānau when accessing services.

Our principles

Principle 1: Grounded in Te Tiriti ō Waitangi | Whakapapa ki Te Tiriti ō Waitangi

- Tino rangatiratanga
- Equity
- Active protection
- Options
- Partnership

Other key principles underpinning our model of care

Principle 2: Informed by peers and those with lived experience | Ka whakamōhio e nga hoa me te hunga whai wheako ora

Principle 3: A welcoming, person and whānau-led approach | He huarahi manaaki, tāngata me te whānau

Principle 4: Timely access to services in the community | Te whai waahi ki nga ratonga i roto i te hapori

Principle 5: A strengths-based, trauma-informed and recovery focussed approach, using advanced therapy and evidence based holistic interventions | Mā te mōhio ka whai whakaaro

Team/Service perspective

The Local Specialist Adult Mental Health and Addiction Services are delivered from three identified localities (Wellington City, Kāpiti-Porirua, and Hutt Valley-Wairarapa), to provide the specialist mental health and addiction treatment for tāngata whaiora who live in each locality. Each locality operates as a single team of clinicians who provide a set of core 'functions' to the local community from a home base.

These functions are:

- Primary and Community Transitions
- First Response (encompassing the functions of Access and Rapid response); and
- Local Specialist Mental Health and Addiction (incorporating the FACT model and advanced therapies).

Each locality consists of clinicians and support staff who contribute to the functions that align with their capabilities, training, and expertise. This model of service delivery supports staff to work at the top of their scope and in an interdisciplinary team environment. Additionally, the model is sufficiently flexible that the delivery of functions in each locality can be adjusted quickly and responsively when required by changes in demand.

From the perspective of tāngata whaiora and whānau, the model facilitates a seamless experience of support from our services.

Purpose of the role

The Local Service Lead is responsible for managing the day-to-day delivery of the home base within the locality. Ensuring the home base meets the needs of tāngata whaiora and whānau, supporting staff, and maintaining the smooth running of the functions within the locality's home base are key components of this role. The Local Service Lead is not expected to carry a caseload, allowing them to focus on the leadership of core service delivery.

The role is positioned to work in partnership with the Principal Clinician, Lived Experience Lead and alongside the Local Service Coordinator to ensure that the home base works closely and in partnership with internal and external stakeholders (tāngata whaiora, whānau and community) and delivers on its vision of an integrated approach to service delivery. They will also work closely with the other identified Local Service Leads within the locality to ensure that the needs of the wider community are met.

For each home base, the Local Service Lead holds staff management responsibilities and guides team members to work in partnership with tāngata whaiora, whānau and community stakeholders across the continuum of care. The Local Service Lead cultivates a team environment that is resilient and responsive to unanticipated changes. They ensure decisions are made in partnership and closest to the people who use our services.

The Local Service Lead is an experienced mental health and addiction practitioner who, through their actions, privileges the voice of tāngata whaiora and demonstrates and values the contributions of our community partners and networks. They possess proficient leadership attributes and the ability to facilitate the development of primary mental health and addiction capacity, with the aim of providing the best outcomes for tāngata whaiora and whānau.

Key deliverables

- Supports the home base to embody and uphold the vision, model of care and principles of the Local Adult Specialist Mental Health and Addiction Service
- Leads the effective, efficient, and safe delivery of clinical services across the three core functions
- Role models the organisation's values and the clinical-management partnership across the locality
- Ensures the active participation of tāngata whaiora and whānau as equal partners in care through the development of person and whānau led initiatives
- Fosters effective partnerships between NGOs, Primary Care providers, other organisations and the community.
- Works in partnership with the Principal Clinician and Lived Experience Lead to support the implementation of the voices of tāngata whaiora and whānau in service delivery and design.
- Supports the development and roll out of peer support within the home base.

Key Accountabilities

In this Role Description, the terms person or patient refer to those who use health services, who in different settings may be referred to as tāngata whaiora, health consumer or client.

Key accountabilities	Deliverables / Outcomes
1. General Accountabilities	<ul style="list-style-type: none"> ▪ The relational and communication skills required to form and maintain a strong clinical-management leadership partnership with the Principal Clinician and Lived Experience Lead for the locality. ▪ A commitment to working alongside internal and external stakeholders, such as leads of other localities/home bases, primary care providers, community NGO partners, and local hospital services to achieve positive outcomes for tāngata whaiora and whānau. ▪ Embedding peer support and the voices of tāngata whaiora and whānau into the locality home base and ensuring these are reflected at all levels of governance and delivery, reflecting our key principle of person-directed care. ▪ The ability to assist the Operations Manager and Clinical Leader in developing and maintaining the infrastructure required to effectively deliver the locality's proposed functions (e.g., clearly defined population outcomes, data collection, information technology, workforce training and development, etc.). ▪ Leads a culture of safe practice by ensuring that health and safety practice meets health and safety requirements at work legislation, and by applying the relevant district policies and processes. ▪ Leads and role models the application of Te Tiriti o Waitangi statement and intent. ▪ Champions equity and diversity in the workplace.
2. Leadership	<ul style="list-style-type: none"> ▪ Ensures the home base operates according to the principles, vision and model of care of the Local Adult Specialist Mental Health and Addiction Service. ▪ Articulates a strong vision and provides leadership to achieve the overall district strategic goals and objectives. ▪ Cultivates an emotionally containing work environment and role models resilience and problem-solving. ▪ Collaborates with other Local Service Leads and Clinical Leaders/Principal Clinicians/Clinical Nurse Specialists to provide robust operational and clinical leadership. ▪ Role models the organisation's values and the commitment to Te Tiriti o Waitangi and person-directed care. ▪ Ensures staff are competent and aware of their obligations to the spirit and intent of Te Tiriti o Waitangi. ▪ Manages systems, processes, and resources that enable staff to meet the needs of tāngata whaiora and whānau. ▪ Is visible and accessible to all members of the team. ▪ Establishes and maintains regular forums for staff communication regarding service development and district activities. ▪ Attends local service network forums with NGO/Primary Care providers, actively participating and supporting the overall vision of integrated care in the localities.

	<ul style="list-style-type: none"> ▪ Promotes the importance of building intentional partnerships to strengthen community connection, awareness and understanding of services available and how they could be utilised to support tāngata whaiora and whānau as part of their recovery journey. ▪ Readily shares knowledge and skills, provides guidance and coaching to develop staff and promotes workforce development. ▪ Maintains a strict sense of professional ethics, confidentiality and privacy and abides by the District Code of Conduct. ▪ Manages team dynamics to ensure a cohesive, strong home base team. ▪ Manages conflict situations, working to a constructive resolution ▪ Identifies and manages clinical competency issues with the local home base leadership team. ▪ Maintains a positive image of the home base to staff, tāngata whaiora and whānau, measured by Mārama RealTime Feedback and reflecting a person-directed approach to care. ▪ Advocates for adequate fiscal and human resources to enable a safe practice environment. ▪ Leads quality improvement. ▪ Ensures documentation meets district, legal, contractual, and professional requirements. ▪ Coordinates the development and review of clinical policies and procedures in line with best practice following appropriate district process. ▪ Ensures direction and delegation activities result in safe care delivery. ▪ Promotes and enables staff to participate in inter-professional team practice. ▪ Promotes an environment where staff can exercise independent judgement and apply ethical principles to resolve clinical care issues. ▪ Supports the implementation, monitoring and reporting of tools to assist with managing demand and appropriate allocation of resources, including caseload acuity. ▪ Liaises with key stakeholders for effective capacity management and service flow as required.
3. Financial Resource Management	<ul style="list-style-type: none"> ▪ Adheres to the district financial/contractual policies. ▪ Manages within the internal home base budget. ▪ Understands and can explain variances to the home base budget. ▪ Initiates actions to address budget variances. ▪ Manages FTE Establishment within the home base budget. ▪ Understands and can explain variances to the home base budget. ▪ Initiates actions to address budget variances. ▪ Plans to minimise waste and support sustainability. ▪ In partnership with Operation/Service managers, establishes/maintains an equipment replacement and purchase plan for the home base in line with District processes. ▪ Works with the Service/Operations Manager, HR and Management Accountant to ensure accurate and timely FTE data is maintained.
4. Quality and Risk	<ul style="list-style-type: none"> ▪ Champions an effective continuous quality improvement programme within the home base. ▪ Use data and feedback (both qualitative and quantitative) to inform quality improvement activities.

	<ul style="list-style-type: none"> ▪ Identified risks are monitored, reported, and escalated as appropriate with risk mitigations implemented. ▪ Uses meaningful innovation and evidence-based practices/approaches for supporting tāngata whaiora and whānau with serious mental health and addiction issues, such as the Flexible Assertive Community Team (FACT) model. ▪ Ensure locality/Mental Health and Addiction audit schedule activities completed and appropriate corrective action plans are developed, followed through and monitored when deficits in care are identified. ▪ Arranges support and debrief following events that have, or have the potential, to impact on staff. ▪ Ensures all staff have appropriate police vetting.
5. Workforce	<ul style="list-style-type: none"> ▪ Identifies and actions ways to recruit, develop and retain the workforce within their home base in line with the required skill mix to deliver the appropriate functions. ▪ Is responsible for the ongoing professional development and performance appraisals for designated staff within the home base. ▪ Actively champions staff to complete and maintain their own professional development frameworks aligned with their professional and scope of practice. ▪ Positively leads, supports and the management of staff caseloads, including the use of caseload acuity tools, alongside the Principal Clinician and Function Coordinator. ▪ Ensures all home base staff have a current Annual Practicing Certificate (APC). ▪ Ensures that staff are fulfilling their roles and responsibilities, including extra duties such as health and safety representative and pharmacy liaison.
6. Te Tiriti ō Waitangi	<ul style="list-style-type: none"> ▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti ō Waitangi obligations are adhered to ▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance. ▪ Demonstrates an awareness of health inequalities and supports workforce and wider service initiatives that contribute towards reducing these inequalities. ▪ Cultural competence is grown across the team, supporting inclusion and partnership.
7. Lived Experience Engagement	<ul style="list-style-type: none"> ▪ Is committed to upholding the Code of Expectations required by the Pae Ora Act 2022. ▪ Is committed to recovery, wellbeing, culturally responsive and person-directed service design and delivery within the home base. ▪ Will creates a culture that is safe and supportive of the lived experience and peer support workforce. Leading by example and supporting staff in training to improve knowledge and decrease experiences of discrimination. ▪ Values and prioritises the voice of lived experience and recognises its contribution and expertise within the home base. This is demonstrated by working in partnership with the Lived Experience Lead to inform service design and delivery. ▪ Seeks feedback on ways to improve care and actions this feedback alongside the Lived Experience Lead to ensure the home base is

	informed by those with lived experience and their whānau. This is demonstrated by positive Mārama RealTime Feedback, direct feedback from tāngata whaiora and whānau, and the compliments and complaints processes about the home base.
--	---

Reports to:

- Operations Manager, xx Locality

Internal to service

- Locality Service Leads of other home base/s within locality and other localities
- Lived Experience Leads
- Professional Leaders
- Clinical Leaders
- Quality and Risk Manager and team
- Clinical Governance staff
- HR lead for MHAIDS
- Management Accountant, MHAIDS
- Lived Experience Advisory team
- Cultural Advisors (Māori and Pacific)
- Learning and Development Manager
- CNS

Local Service Lead, xx Home Base, xx Locality

External to service:

- Māori and Pacific Health partners
- Disability Team
- Peer support advocates & agencies
- NGOs and Primary Care providers within locality
- Other Districts
- Students
- Professional bodies & Associations
- Finance
- Procurement
- Occupational Health and Safety
- Payroll
- Finance
- Emergency Departments
- NZ Police
- Unions

Direct reports:

- Local Service Coordinator
- All staff within home base, except the Principal Clinician

Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Equity	<ul style="list-style-type: none"> Is committed to achieving equitable health outcomes for Māori. Demonstrates a proactive stance on equity actions for the other priority populations i.e. Pacific Peoples, Tangata Whaikaha and LGBT community Demonstrates a willingness to personally take a stand for equity Equity informed decision-making evident in the development of plans, strategies and actions that impact service delivery for Māori Ensuring that actions taken to address inequities are timely, effective, pragmatic and based on robust evidence and change methodologies. Challenges current processes and thinking, leading the development of new thinking that will deliver equitable outcomes. Work in partnership with Māori stakeholders to achieve equity goals for Māori and ensure Te Tiriti o Waitangi obligations are demonstrated Supports Pacific-led responses; Supports disability-focused/tāngata whaikaha responses.
Commitment to Te Āo Māori	<ul style="list-style-type: none"> Demonstrates critical consciousness and on-going self-reflection in terms of the impact of your own culture on your professional practise. Cultural competency is current, contemporary and supports inclusivity and partnership principles. Good understanding and working knowledge of current Māori Models utilised in our service Understand and demonstrates understanding of tikanga. Actively encourages Māori concepts of whakawhanaungatanga in their daily work practises. Demonstrates MHAIDS values of Kotahitanga, Rangatiratanga and Manaakitanga in your professional practise
Lived Experience	<ul style="list-style-type: none"> Has an understanding of recovery that is trauma-informed, strengths based, and wellbeing orientated. Has a good understanding of lived experience and the peer workforce. Can recognise the value of tāngata whaiora and whānau voices in quality improvement, service design and delivery. Can model partnership with lived experience, creating a culture that is safe and supported of the lived experience voice. Challenges stigma and discrimination. Understands the importance of involving whānau in care and recognises the need to be led by tāngata whaiora in its involvement.
Integrity and Trust	<ul style="list-style-type: none"> Is widely trusted Is seen as direct Truthful individual Can present the unvarnished truth in an appropriate and helpful manner

Competency	Behaviours
	<ul style="list-style-type: none"> Keeps confidence Admits mistakes Doesn't misrepresent him/herself for personal gain
Customer Focus	<ul style="list-style-type: none"> Is dedicated to meeting the expectations and requirements of internal and external customers Gets first-hand customer information and uses it for improvements in products and services Acts with customers in mind Establishes and maintains effective relationships with customers and gains their trust and respect
Drive for Results	<ul style="list-style-type: none"> Can be counted on to exceed goals successfully Is constantly and consistently one of the top performers Very bottom-line oriented Steadfastly pushes self and others for results
Approachability	<ul style="list-style-type: none"> Is easy to approach and talk to Spends the extra effort to put others at ease Can be warm, pleasant, and gracious Is sensitive to and patient with the interpersonal anxieties of others Builds rapport well Is a good listener Is an early knower, getting informal and incomplete information in time to do something about it
Composure	<ul style="list-style-type: none"> Is cool under pressure Does not become defensive or irritated when times are tough Is considered mature Can be counted on to hold things together during the tough times Can handle stress Is not knocked off balance by the unexpected Doesn't show frustration when resisted or blocked Is a settling influence in a crisis
Ethics and Values	<ul style="list-style-type: none"> Adheres to an appropriate (for the setting) and effective set of core values and beliefs during both good and bad times Acts in line with those values Rewards the right values and disapproves of others Practices what he/she preaches
Listening	<ul style="list-style-type: none"> Practices attentive and active listening Has the patience to hear people out Can accurately restate the opinions of others even when he/she disagrees
Conflict Management	<ul style="list-style-type: none"> Steps up to conflicts, seeing them as opportunities Reads situations quickly Good at focused listening Can hammer out tough arguments and settle disputes equitably Can find common ground and get cooperation with minimum noise
Developing Direct Reports	<ul style="list-style-type: none"> Provides challenging and stretching tasks and assignments Holds frequent development discussions Is aware of each person's career goals Constructs compelling development plans and executes them Pushes people to accept developmental moves Will take on those who need help and further development

Competency	Behaviours
	<ul style="list-style-type: none"> Cooperates with the developmental system in the organisation Is a people builder
Delegation	<ul style="list-style-type: none"> Clearly and comfortably delegates both routine and important tasks and decisions; Broadly shares both responsibility and accountability; Tends to trust people to perform; Empowers direct reports and others to own and complete their work.

Experience and Capability

Essential Professional Qualifications / Accreditations / Registrations skills and experience:

- Registration with appropriate professional body – e.g. New Zealand Nursing Council, New Zealand Social Work Registration Board
- A current APC and scope appropriate to place of work
- Demonstrates an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti o Waitangi principles in a meaningful way to the leadership role
- A commitment to achieving equitable outcomes for Māori whānau
- A commitment to achieving equitable outcomes for other priority/vulnerable populations, including Pacific peoples, tāngata whaikaha
- A personal commitment to on-going learning and development, including the attainment/maintenance of the PDRP or other applicable professional frameworks
- Post Graduate Diploma qualification, working towards Master's Degree (nursing or health-related)
- At least 5-7 years' experience as a frontline mental health clinician
- Development, implementation and monitoring of policies, audits, protocols, and guidelines
- Competent computer skills
- Full Drivers Licence
- Ability to consent and undergo a full Police Vetting Check under the Vulnerable Childrens Act (2015)

Someone well-suited to the role will also place a high value on the following:

- Working in a way that is consistent and aligns with the values, principles, model of care and kaupapa of the new Local Adult Specialist Mental Health and Addiction Services
- Places value on seamless service delivery, to reduce the need for tāngata whaiora and whānau to repeat their stories to different services
- A commitment to work alongside lived experience and external stakeholders, such as NGO's, primary care, NZ Police, local community networks
- Thinking beyond the service and team to achieve the best outcomes for tāngata whaiora and whānau
- Demonstrated ability to be responsive, empathetic, culturally competent, and aware
- Intellectual curiosity - will ask questions and double check to make sure they have the facts before proceeding
- The ability to be flexible and adaptable, and to work under pressure.

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed