

Pou Toko Iwi Practitioner / Functional Family Therapist

Position Description

Full Time, Permanent, Northland Based

About Ngāpuhi Iwi Social Services

E kau ki te tai E, Your journey, our commitment

Are you passionate about working for Ngāpuhi and supporting mokopuna, taitamariki and whānau in your community? Ngāpuhi Iwi Social Services is always on the lookout for dedicated individuals to join our vibrant team. If so, we would love to hear from you.

By joining us, you'll become part of a passionate team committed to strengthening whānau and mokopuna with a strategic focus on He Tātai Whakapapa, Ki Te Ao Mārama, He Tētēkura, and Kia Tū Motuhake.

Purpose of the Position

FFT-CW Model:

FFT-CW is an adaptation of Functional Family Therapy (FFT) specifically designed for families involved in the child welfare system with children 0-18 yrs.

The therapist will be involved in providing a structured approach with assessment, supervision, and intervention phases, aiming to improve family functioning and prevent out-of-home care.

The model focuses on key areas like family violence, domestic violence, child abuse/neglect, drug use, and mental illness. It also emphasizes building a trusting relationship, improving communication and conflict management, and celebrating strengths.

Specifically, a Functional Family Therapy - Child Welfare (FFT-CW) Worker provides in-home family therapy to families involved in the child welfare system, using the FFT model to improve family functioning and prevent out-of-home care placements. The role involves working with families to identify strengths, address challenges, and facilitate positive, sustainable changes.

Terms of Work

Responsible to: Pou /Team Lead and Family Function Therapist Practice Leader

Direct Reports

Nil

FTE and Duration

This is a full-time position on a permanent basis.

Location

This role is based in Northland (Kaikohe)

Key Working Relationships

Internal

- Pou and Tumu /Senior Management Team
- Members of the wider leadership group
- Kaimahi
- Whanau/Hapu/Iwi
- FFT -CW Team and other within agency teams.
- Administration staff.
- Cultural Advisors.

External

- Suppliers
- Visitors
- Whānau/hapū/Iwi
- Oranga Tamariki
- Other Govt Agencies such as Police, Health and Education.
- Primary Health Care Services.
- Other NGOs.

Management of Work of the Role		
Responsibility Home-based therapy: Case management:	Tasks - Conducting therapy sessions with families in their homes or other community settings - - Managing a caseload of families, typically 8 or more, and providing support for 3-5 months	Evidenced by: - Ensure all client information is documented in CSS and EXESS data bases - incl Consents, contacts, sessions, Risk Screens & Risk Management Plans in a timely manner – within Model Timeframes Ensuring regular weekly sessions occur at the client timing and venue of choice. Ensuring sessions are delivered according to the Three Phase minimum requirements. Ensure an average of 8-10 clients is maintained to meet FFT standards.
Model adherence:	Utilizing the FFT-CW model, including assessment, supervision, and intervention phases, with a focus on family violence, child abuse/neglect, and other issues.	Attendance at referral triage meetings Attendance at weekly staffing of cases. Clinical documentation is up to date and within policy and model guidelines.

Family strengths:	Identifying and building upon family strengths to address obstacles and facilitate positive change. -	Actively using the model tools to build working relationships with all within whanau to match to client strengths and facilitate positive outcomes for whanau.
Collaboration:	- Working with extended family members, community resources, and other professionals	- Develop working relationships with all who may have influence within and outside whanau.
Outcomes:	Monitoring and evaluating the progress of youth and parents and linking families with appropriate community services and programs. -	Therapists focus on measuring the effectiveness of their work in improving family functioning and child well-being. Reduction in whanau conflict, improved communication, increased positive interactions and strengthened whanau support. Reduction in whanau risk factors, increase in protective factors. - Include measures of family engagement, therapist adherence to the FFT -CW model, changes in family dynamics, and child safety and well-being outcomes - Ensure assessments and feedback from whanau

		and services are encouraged. - Feedback Forms are completed for each Phase and documented within CSS Data Base. - Treatment completion rate.
• Cultural competence:	- Demonstrating an understanding and appreciation of the local culture and demographics	- Developing a familiarity with the culture of each whanau and local culture. Seeking information as needed to inform from organization and supervision resources.
• Flexibility:	- Being available for out-of-hours work and flexible scheduling to meet the needs of families	- Information provided to inform clients of Session timing and place are in accordance with client preference and need.
• Safety and Wellbeing:	Ensuring the safety and wellbeing of both the families and the worker, participating in relevant training, and reporting any breaches or incidents.	- Health and Safety Training mandatory. - Incident Reporting according to Policy Guidelines. - Health and Well Being Plan for staff encouraged.

Person Specification:

Essential Skills, Abilities and Experience

- **Tertiary qualifications:**

A Qualification in Psychology, Social Work or in Social Sciences/ Humanities, or other relevant fields.

A Full Driver's License essential.

Adequate computer skills for data entry.

Desirable Aspects

- Knowledge of the principles of Te Ao Maori,/ Maori World View and Community Welfare is highly desired.
- Basic Te Reo
- **Experience:**
Experience of or a good knowledge of working with families, particularly those involved with child welfare, is an advantage.
- **Systemic thinking:**
Ability to work systemically and inter-sectoral collaboration with child, adolescent, and family environments such as schools, and in community settings

Personal Attributes:

- **Communication and engagement:**
Strong interpersonal, emotional intelligence, and engagement skills are crucial for building rapport with families.