

Position Description

Position Title: Clinical Advisor (Registered Psychologist)

Team: High and Complex Needs Team

Location: Dunedin - Ōtepoti

Employment Type: Permanent, Full-time (40 hours per week)

Responsible to: Operations Manager

Responsible for: Development of a skilled and professional support team that can best enable great outcomes for the people/whanau they are supporting

CCT Vision

A world full of connected communities that truly values and celebrates diversity

CCT Mission

Working in Partnership with People to Enable Great Lives

CCT Values

Respect - Reliability - Transparency - Responsiveness

Every employee's work will reflect CCT principles, the intention of the New Zealand Disability Strategy, and the United Nations Convention on Rights of Persons with Disabilities.

Purpose of the Role

The Clinical Advisor (Registered Psychologist) provides expert clinical leadership, advice, and consultation across Community Care Trust Aotearoa's Health, Disability, and Youth services. The role supports staff and leaders working with people who have high and complex needs, ensuring practice is safe, ethical, evidence-informed, and culturally responsive.

This role has a strong systems focus and is not primarily a direct service delivery position. It is designed for an experienced clinician who can influence practice, strengthen workforce capability, and contribute to service quality and continuous improvement, while upholding Te Tiriti o Waitangi and organisational values.

Key Accountabilities and Expected Outcomes

1. Clinical Leadership and Advisory Practice

Accountabilities:

- Provide specialist psychological advice and consultation on complex clinical presentations, including behaviours of concern.
- Lead and support formulation and the development, review, and implementation of behaviour support plans.
- Provide guidance on the interpretation and application of behavioural and neuropsychological assessments.
- Ensure clinical advice aligns with professional, ethical, and legislative requirements under the HPCA Act 2003.

Expected Outcomes:

- Staff are supported to work confidently and safely with people who have high and complex needs.
- Behaviour support plans are robust, evidence-informed, and consistently applied.
- Clinical risks are identified early and managed appropriately.

2. Workforce Development and Capability Building

Accountabilities:

- Build clinical capability across services through coaching, mentoring, and consultation.
- Contribute to training, reflective practice, and professional supervision frameworks.
- Promote psychologically informed, trauma-responsive, and strengths-based practice.

Expected Outcomes:

- Increased staff confidence and competence in managing complex presentations.
- Consistent clinical understanding and practice across regions and services.
- Reduced reliance on restrictive or reactive practices.

3. Quality, Risk, and Continuous Improvement

Accountabilities:

- Contribute to the development and review of clinical policies, guidelines, and practice frameworks.
- Support clinical risk assessment, safeguarding, and quality assurance processes.

- Provide clinical input into incident reviews, complex case reviews, and service evaluations.

Expected Outcomes:

- Services meet internal and external quality, safety, and compliance standards.
- Clinical risks are managed in a proactive, transparent, and learning-focused way.
- Continuous improvement initiatives are informed by clinical evidence and practice wisdom.

4. Cultural Responsiveness and Te Tiriti o Waitangi

Accountabilities:

- Embed Te Tiriti o Waitangi principles into clinical leadership and advisory work.
- Support culturally responsive, whānau-centred, and equity-focused practice.
- Work collaboratively with Māori, iwi, and community partners where appropriate.

Expected Outcomes:

- Services are culturally safe and responsive to the needs of Māori and diverse communities.
- Whānau voices and strengths are recognised and integrated into clinical decision-making.
- Improved equity of outcomes for people supported by Community Care Trust Aotearoa.

5. Collaboration and Stakeholder Engagement

Accountabilities:

- Work in partnership with managers, team leaders, and multidisciplinary teams across regions.
- Provide clear, practical, and timely clinical advice to support decision-making.
- Maintain effective professional relationships with external clinicians, agencies, and networks as required.

Expected Outcomes:

- Strong collaborative relationships across services and regions.
- Clinical advice is well-integrated into operational and strategic decision-making.
- Positive, constructive engagement with external stakeholders.

Qualifications and Professional Requirements

- Registered Psychologist with the New Zealand Psychologists Board.
- Current Annual Practising Certificate.

- Membership of NZ Psychological Society, NZ College of Clinical Psychology, or another ACC-recognised professional body.

Experience and Skills

- Minimum of 2 years post-registration experience working with people with high and complex needs.
- Demonstrated experience with behaviours of concern, formulation, and behaviour support planning.
- Knowledge of Applied Behaviour Analysis and Positive Behaviour Support (desirable).
- Strong understanding of functional analysis, communication, and behavioural responses.
- Ability to interpret neuropsychological assessments.
- Commitment to ongoing professional development.

Personal Attributes

- Values-driven, ethical, and people-focused.
- Calm, confident, and reflective when working with complexity.
- Collaborative leadership style with strong influencing skills.
- Genuine commitment to equity, cultural responsiveness, and continuous improvement.

GENERIC CAPABILITIES EXPECTED OF ALL STAFF



I _____ have read and understand this position description, and I am aware of the responsibilities, requirements and duties of the role and I accept this position.

Employee Signature:

Date:

Managers Name:

Date:

Managers Signature: