

Position Description

Senior Peer Support Specialist | Tautoko-a-aropā

Reports to Clinical Manager – Auckland South DTP

Service/Team Auckland South DTP

About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We provide effective, evidence-based services that support wellbeing. We do this in partnership with tāngata whai ora (people seeking wellness) and their whānau, working together to build the lives they want.

We wholeheartedly believe that everyone living in New Zealand should have the opportunity to live life to the fullest and feel hopeful about their future. Our services encourage stronger connections with friends and whānau and enable meaningful participation in the community.

Our pillars – whakawhirinaki | trust, pono | honesty, haepapa | responsibility, matapōpore | concern, and aroha | love – are the foundation of our work, guiding how we work together and with others.

Tō Tātou Matakitenga | Our Vision

Poutia, Heretia

Tuia te muka tangata ki te pou tokomanawa

Ka tū mana motuhake, Ka noho herekore i ngā waranga me ngā wero nui o te ao.

People, whānau and communities are connected and supported to live the lives they want, free from drug, alcohol and other addiction challenges.

Tō Tātou Aronga | Our Purpose

Ka hangaia e mātou he whare haumarū, he whare tūmanako hoki e tīni ai te tangata, he wāhi whakaaroaro, he wāhi ako, he wāhi tūhono anō hoki, mei kore e puta tātou ki te wheiao, ki te ao mārama.

We create hopeful and safe spaces for change with opportunities to reflect; learn and connect so that people can move towards a brighter future.

Position Purpose

- Provide peer leadership and specialist peer support to tāngata whai ora within Odyssey's Drug Treatment Programme (DTP) at Kohuora Auckland South Corrections Facility.
- Work collaboratively with DTP team members to deliver an effective bi-cultural programme to tāngata whai ora that supports the achievement of their goals and meets Odyssey's Ti Tiriti obligations.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
Peer Support leadership • Provide peer leadership and specialist peer support to tāngata whai ora within Odyssey's DTP team in line with Odyssey's Te Tiriti o Waitangi obligations and bi-cultural approaches. This involves: ○ Establishing and maintaining intentional, respectful peer relationships with tāngata whai ora to achieve effective outcomes, while ensuring cultural safety and adherence to Ti Tiriti principles for tāngata whai ora Māori. ○ Applying person-centred and directed, goal-centred and strengths-based peer approaches. ○ Supporting tāngata whai ora to maintain their recovery through sharing experiences of hope and recovery, while retaining professional boundaries. ○ Implementing and following peer support plans that complement clinical /cultural plans for tāngata whai ora, including modes of support, relapse prevention and wellness planning. ○ Participating in planning meetings and debriefings about tāngata whai ora progress and care. ○ Participating in group facilitation and actively contributing to a collaborative team approach. • Support an integrated approach to peer care for tāngata whai ora by networking/building relationships with relevant external agencies. • Support effective service delivery by undertaking tasks within own scope of experience as directed by the Clinical Manager or Assistant Clinical Manager • Ensure care documentation is completed in a timely way, in line with relevant organisational policies/procedures and is entered into Odyssey's client database (Recordbase).	• Tāngata whai ora express satisfaction with the peer support provided; evidence shown of appropriate use of peer approaches and modes of support, relapse prevention and wellness planning to help tāngata whai ora in their recovery. • Line manager and colleagues express satisfaction with contributions made to achieve effective service delivery. • External agencies express satisfaction with relationships established and collaboration achieved in support of tāngata whai ora. • Line manager is satisfied tāngata whai ora care records meet Odyssey's policies/standards. • Information entered on tāngata whai ora interactions is accurate, timely and meets all case note writing policy and procedural requirements and privacy act/confidentiality requirements; case reviews are kept up to date.

Area of Responsibility	Performance Measures
Health and Safety - Identify and act on any potential risks to self or others, including tāngata whai ora, whānau and/or other kaimahi. - Be familiar with and abide by the organisation's health and safety policies and reporting procedures, ensuring others do the same as required. - Follow safe work practices, which includes the effective use of safety equipment, identification of workplace hazards and taking action to reduce or eliminate these. Te Tiriti o Waitangi - Demonstrate knowledge and understanding of Te Tiriti o Waitangi and its application in this role. Professional Development - Be proactive in own professional development. - Attend relevant organisational trainings as required. General - Work cooperatively with colleagues and contribute actively to team meetings. - Carry out any other duties that may be delegated by the line manager, which are in keeping with the scope of the role.	- Risks (including Health and Safety, compliance and maintenance) are identified and reported. - Plans are put in place to resolve and/or mitigate potential problems as required - Issues are escalated to relevant manager as required. - Demonstrates understanding and compliance with organisational and legislative health and safety requirements and is proactive in ensuring employees are compliant. - Follows correct protocols when using safety equipment. - Workplace hazards are identified and plans are put in place to reduce /eliminate these, or the matter is escalated to the relevant authority. - Actions show knowledge and ability to apply the principle of Te Tiriti in the delivery of role. - Has an individual development plan which is implemented. - Attends organisational training required for role. - Regular attendance at team meetings and makes useful contributions. - Work is undertaken and completed. - Commitment and flexibility are demonstrated.

Key Relationships

Internal	External
- Clinical Manager – Auckland South DTP - Auckland South DTP team members - Other Peer Support Specialists - Consumer Advisor - Other Odyssey kaimahi	- Tāngata whai ora and their family /whānau - Kohuora Auckland South Corrections Staff - External social service organisations, NGOs, Peer Support organisations/community - Local iwi/hapu

Person Specification

Qualifications, Knowledge and Experience

- At least 2 year's relevant work experience, including prior experience in a peer-based role, preferably in a mental health or addictions setting
- Lived experience of alcohol or drug use and/or of mental health challenges
- Experience working in a corrections setting
- A relevant qualification e.g. Diploma in AOD, Bachelors in Social Work OR at least 2 years equivalent work experience and relevant training e.g. intentional peer support training
- Demonstrated awareness /self-reflections of own recovery journey and strategies for maintaining resilience and wellness
- Knowledge/awareness of AOD treatment and recovery principles, including Māori care models e.g. Te Whare Tapa Wha, Te Wheke
- Knowledge of peer community resources and support networks
- Demonstrated understanding of the principles of Te Tiriti o Waitangi and its application to this role
- Knowledge of tikanga Māori and the customs and culture of Pacific peoples
- Knowledge and experience of using Microsoft suite applications
- Full Current New Zealand Drivers Licence
- Knowledge or experience of the criminal justice system would be useful

Skills and Abilities

- Proven relational and communication skills
- Ability to demonstrate learnings from lived experience to support the strengths and wellness aspirations of others
- Supportive of traditional Māori approaches and models of treatment and healing
- Able to establish and maintain effective relationships with a range of stakeholders
- Able to work under pressure, complete work on time and to a good standard
- Able to work with limited supervision
- Able to deal with conflict and challenging situations
- Awareness of diverse cultures, identities and experiences
- Openness and willingness to consider different perspectives or viewpoints
- Self-motivated and able to take initiative
- High regard for confidentiality and security, including client information
- Fluency in English (written and spoken)
- Demonstrated IT/word-processing skills
- Ability to acknowledge own limitations and be proactive with own self-development
- Basic skills in Te Reo Māori is desirable

Ngā Poupou | Our Pillars

Our Pillars are the foundation of our work, guiding how we work together and with each other.

Whakawhirinaki Trust	Reliable and shows great integrity.
Pono Honesty	Transparency and openness underpin all actions.
Haepapa Responsibility	Achieves and surpasses goals.
Matapōpore Concern	Empathic and interested in the wellbeing of others.
Aroha Love	Genuinely collaborative, supportive and able to work as part of a close-knit team, including with tāngata whai ora and whānau.