

## Ngā Kōrero e pā ana ki te Tūranga

# Job Description

## Psychologist

Business Group	Te Mahau Takiwā
Location	Regional
Salary band	Field Staff

## Mahi i roto i te Ratonga Tūmatanui | Working in the Public Service

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āiane, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

Mō ētahi atu kōrero hei whakamārama i tēnei kaupapa, haere ki | You can find out more about what this means at [Role and purpose - Te Kawa Mataaho Public Service Commission](#).

## To Mātou Aronga | What we do for Aotearoa New Zealand

At Te Tāhuhu o te Mātauranga | Ministry of Education, delivering our purpose makes a real difference to all ākonga of Aotearoa:

*He mea tārai e mātou te mātauranga kia rangatira ai, kia mana taurite ai ōna huanga  
We shape an education system that delivers excellent and equitable outcomes*

We fulfil our purpose by:

- delivering services and support nationally, regionally and locally to and through the education sector and in some cases directly to ākonga and whānau
- shaping the policies, settings and performance of the education system so that it is well placed to deliver equitable outcomes for ākonga and their whānau, from early learning through tertiary.

## Tēnei Tūranga | About the role

The role of the Psychologist is to provide effective, efficient and equitable psychological services for the benefit of children and young people with additional learning needs in accordance with the goals, objectives and policies of the Ministry of Education.

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### Ngā Haepapa | Accountabilities

#### As a Specialist within Te Tāhuhu o te Mātauranga | the Ministry of Education you will:

- Share specialist knowledge across the organisation and with stakeholders, working with others to inform operational level decision making.
- Contribute to an effective team with a positive approach to the work environment that encourages and supports high performance, collaboration and problem solving.
- Lead the resolution of issues, identifying risks and solutions to protect and enhance the integrity and reputation of the Ministry.
- Lead or contribute to the development and implementation of innovative and fit-for purpose solutions and frameworks for current and future challenges.
- Develop and use data and insights to make evidence-based decisions and recommendations on operational issues.
- Build capability in others through coaching, quality assurance, and proactively sharing knowledge and expertise.

#### As a Psychologist you will:

- Apply a strengths-based approach
- Identify patterns or contributing factors that may be influencing learning, wellbeing and behaviour
- Enhance inclusive practices in early learning services, schools and other educational settings
- Collaboratively support progress with learner goals
- Provide professional support and guidance to schools, teacher and parents/caregivers/whānau and in collaboration, support the development and implementation of intervention plans
- Assess, analyse, hypothesise, collaboratively plan, support and monitor the implementation of individual (or group) intervention plans for students who have additional learning needs
- Work effectively as part of a transdisciplinary team
- Support systemic change
- Develop learning and leadership capabilities within organisations strengthen the capability of those who are best placed to support the learning of children and young people
- Interpret and apply research findings, and contributes towards research agendas and policy development
- Ensure that robust data collection and reporting on intervention and service occurs regularly
- Regularly participate in and provide professional support and peer supervision as required
- Provide a service and support that is culturally responsive and protects the principles of Te Tiriti o Waitangi

You will make decisions in accordance with the Ministry's policies and delegations framework.

### Ngā Tohu Mātauranga Waiwai | Essential Qualifications

- Masters level tertiary qualification
- Post-graduate Diploma in Educational Psychology or Clinical Psychology or equivalent
- Registration under the Health Practitioners Competency Assurance Act

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### Wheako | Experience

To be successful in this role you will have the following experience:

- Experience in a complex organisation
- Experience in building relationships and partnerships to achieve shared outcomes.
- Working effectively with children and young people and their families/whānau across a diverse range of settings
- Proven experience counselling, negotiating, mediation, and contracting.
- Service co-ordination in a multi-agency, multi-disciplinary setting
- Specialist knowledge of theory, research and practice related to:
  - Human Development, learning and behaviour
  - Family and group dynamics
  - A range of assessment and intervention frameworks with particular knowledge of inclusive and ecological approaches and functional behaviour analysis
  - Education organisations and systems
  - Pedagogy
  - Disabilities and their implications for learning, behaviour and family/whānau
  - The NZ curriculum Framework

### Ngā Āheinga | Capabilities

To be successful in this role you will have the following capabilities and competencies:

- A track record of bringing people together and leading, coaching and mentoring others to achieve outcomes.
- A proven ability to use data and insights to identify trends, risks and opportunities, to influence and guide organisational and system-level decision making.
- Excellent interpersonal and communication skills, particularly relating to the establishment of effective relationships with families and whānau.
- A commitment to ongoing personal and professional development.
- A proven ability to use data and insights to identify trends, risks and opportunities, to influence and guide organisational and system-level decision making.
- Intervention, planning and implementation at the individual and systems level.
- Counselling, negotiation, mediation, contracting.
- Problem/constraint analysis.
- Ability to translate specialist knowledge into practical information that will assist in the development, provision and support of individual programmes in order to overcome barriers to learning.
- Assessment and analysis.
- Ability to develop and provide training.

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### Tātai Pou | Our Cultural Competency

Tātai Pou is our Māori Cultural competency framework. It has been aligned and is complementary to the Māori Crown Relations Capability Framework (MCR). Tātai Pou is designed to support our people and organisation to give effect to the articles of te Tiriti o Waitangi in our work. The work-based capabilities have four focus areas and describe four levels of competency (high, consolidation, developing and essential) that enable us to deliver our partnership approach so that Māori enjoy and achieve educational success as Māori.

Pou Hono   Valuing Māori	Confident
Pou Mana   Knowledge of Māori content	Confident
Pou Kipa   Achieving equitable education outcomes for Māori	Confident
Pou Aroā   Critical consciousness of racial equity for Māori	Confident

### Leadership Success Profile - Te Kawa Mataaho | Public Service Commission

Leadership matters. Strong leadership at every level in the Public Service will transform the experiences of New Zealanders. The Leadership Success Profile establishes “what good looks like” for leadership at all levels. Information about how the Leadership Success Profile applies to this role is available on the Ministry’s intranet.

### Ngā Whakaaetanga | Approvals

Date Reviewed and Approved	August 2023
Approved By	HR Advisory Team