

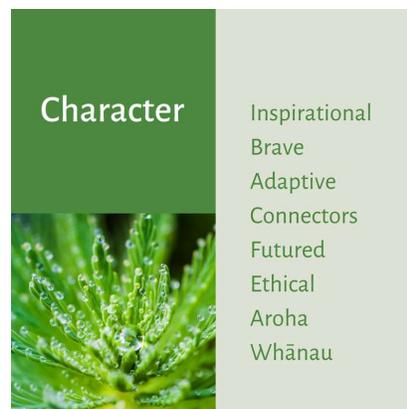
Position description

About Te Pou

Te Pou is the national centre for information and workforce development for New Zealand mental health, addiction and disability.

We support organisations to implement policy and plan and develop their workforce with practical resources, training and education. We use evidence to help build better services to improve people's lives.

Te Pou is part of the Wise Group, a family of peak performing charitable entities working in areas from frontline service to software development.



Te Pou recognises the importance of whānau, hapū and iwi within Aotearoa. Our goal is to establish high trust collaborative relationships with Māori and to align our services to consider and reflect Māori aspirations and equity within our work.

Our work is internationally recognised. We focus on supporting and growing workforce capability and capacity. With NZQA certification via Blueprint for Learning, we're also focused on providing quality evidence-based education and training to the wider community.

Position Purpose

To lead the successful delivery of a range of projects, including learning and development projects, to improve the capability of the workforce to appropriately respond to people and their whānau with mental health and addiction needs.

This will include leading and managing the Skills Matter (post entry clinical training) programmes; the primary mental health and addiction education programme for the Department of Corrections Health Centre nurses delivered via Blueprint, and supporting nursing focused initiatives.

This role will also provide nursing advice and input to a range of projects across Te Pou and Blueprint.

By realising the workforce potential for mental health and wellbeing, the programme you lead will ensure people working within the health and disability sector have the knowledge and skills to effectively respond to mental health and addiction needs.

Position Focus

Your role will focus on the following areas, in relation to developing and implementing relevant workforce development projects across the mental health and addiction sector.

Project Leadership and Management

- Lead and manage the Skills Matter programme. This will involve developing some key reports to inform funding decisions. It will also involve strategic service development and the day to day oversight of the contracts and the Skills Matter programme.
- Oversee and lead the Primary Mental Health and Addiction Education programme for Health Centre nurses at the Department of Corrections. This will also involve service development, and teaching on the programme from time to time.
- Provide advice and support to Te Ao Māramatanga in respect to the mental health and addiction credentialing programme for primary care nurses.
- Provide mental health and addiction nursing advice and input into projects across Te Pou and Blueprint.
- Work collaboratively with colleagues in other teams across Te Pou and Blueprint so that
 - Data, information, research and best practice informs programme and resource development
 - Resources, tools and learning and development products are co-produced with lived experience expertise
 - Initiatives reflect diversity and build culturally responsive practice and communities
- Effective project management is used to ensure deliverables of the programme within the Te Pou work plan are met. Projects will reflect a systemic approach to workforce planning and development.
- Utilises the Te Pou's *Ngā Pou Tāhuhu* framework to plan and deliver project work.
- Individual professional and personal development reflects and supports the values, attitudes and enhanced level of the seven Real Skills of *Let's get real*.

Lead the development of quality resources

- Lead the development of resources, tools and learning and development products for use within the sector, across Te Pou and Blueprint.
- Resources available to both organisations and the workforce are developed in a way which are relevant, evidence based, people and whānau centred and appropriate for the audience and which build their knowledge, skills, values and attitudes.

- Evaluate the impact of the implementation of resources and tools and learning and development products across the programmes.
- Comply with and embed quality management policies, processes, and practices that ensure the quality and robustness of the programmes.
- Oversee and support the utilisation of the suite of resources that have been developed in respect to professional nursing supervision.

Develop and maintain relationships with key stakeholders

- Engage with relevant organisations, professional bodies, peak bodies and networks to promote our work and to engage people so our work is aligned to current and emerging needs of the workforce. Develop and maintain relationships with potential organisations who are committed to upskilling their staff in mental health and addiction literacy.
- Work in partnership with people who have lived experience of mental health and addiction needs so that our work is centred on what works for people and their needs.
- Working directly with organisations to help facilitate the utilization of our resources.
- Ongoing liaison and exchange of information with the Ministry of Health and other government agencies and service providers as appropriate.

Attributes

Inspirational: Inspiring others to be their best

Brave: The courage to meet challenges in pursuit of a better world

Adaptive: Ability to change to suit different conditions

Connectors: Connecting people and ideas for creative outcomes

Futured: Foresightful, forward looking and prescient

Ethical: Ethics before ego

Aroha: Love, caring, compassion and empathy for others

Whānau: Nurturing a family-like culture

Requirements

Essential to the role

- Proven clinical/ practitioner experience as a mental health and or addiction nurse working in or using services within the mental health and or addiction sector.



- Experience in developing and delivering education programmes to nurses within the context of best practice adult education.
- Experience working in a strategic environment and/or national initiatives.
- Excellent communication skills, both verbal and written.
- Ability to critically review research, data and evidence to inform quality improvement and programme development.
- Influencing skills- uses evidence and compelling arguments to gain support and commitment from others.
- Experience in managing and implementing projects, with proven time management and prioritisation skills.
- Experience of working collaboratively with other sectors, organisations and teams to facilitate change.
- Ability to manage ambiguity – can decide and act without the total picture.
- Ability to balance stakeholders – understands internal and external stakeholder requirements, expectations, and needs.
- Strong relationship management, self awareness and management skills.
- Knowledge of mental health and addiction networks.
- Knowledge and commitment to the principles of the Treaty of Waitangi.
- Use culturally safe and respectful practices in your work.
- Embrace diversity and demonstrate inclusive behaviours.
- Able to travel if required.
- Practice reflects the enhanced level of *Let's get real* across the seven Real Skills.
- A passion for working with the sector to improve and advocate for people's wellbeing.

Preferred

- Registered health professional
- Nurse educator experience in the mental health and addiction sector
- Experience in workforce planning and development