



*Me aro koe ki te hā o Hineahuone*  
"Pay heed to the dignity of women"

**Te Puawaitanga  
ki Ōtautahi Trust**

*Mō tātou a mō ngā uri a muri ake nei*  
"For us and for those who will come after us"

## Position Description

**Role Title:** Maternal and Infant Mental Health Clinician  
**Reporting to:** Whānau Whakapuawai Clinical and Operations Leads  
**Service:** Whānau Whakapuawai

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### Who We Are

Te Puawaitanga ki Ōtautahi Trust is a kaupapa Māori community-based organisation. It was founded in 2005 and is committed to upholding Te Tiriti o Waitangi in promoting whānau ora (wellbeing) for all, with a particular focus for whānau Māori. Delivering health, education, justice, and social services to whānau in the Waitaha Canterbury rohe, we work with whānau across the lifespan as they navigate all aspects of their health and wellbeing.

The Trust's values underpin our kaupapa Māori framework and whānau ora approach which are founded on tikanga and mātauranga Māori. All kaimahi are committed to ensuring whānau have the space and opportunity to express their mana motuhake self-determination and achieve their aspirations through access to culturally safe and responsive support. Our kaimahi are dedicated professionals who strive for excellence in all aspects of their work. Practice is inclusive, evidenced-based, current, and informed by a range of Māori models of health and wellbeing. We honour diversity and respect the dignity and rights of everyone. Holistic support is whānau-centric, with the wellbeing of tamariki paramount to everything we do.

### Our Vision

Safe, healthy, stable, and connected whānau securing positive futures for all generations.

### Whakataukī

Me aro koe ki te hā o Hineahuone

*Pay heed to the dignity of women.*

Mō tātou, ā, mō ka uri ā muri ake nei

*For us and our children who come after us.*

### Our Mission

We enhance the health and wellbeing of Māori/women and their whānau to achieve their aspirations.

### Organisation Values

**Rapuora** – *healthy communities, hauora, and self-care*

**Manaakitanga** – *respect, generosity, and care for others*

**Whanaungatanga** – *belonging, respectful relationships, and whakapapa.*

**Wairuatanga** – *mauri ora and balance*

**Kotahitanga** – *unity, togetherness, and collective action*

**Rangatiratanga** – *integrity, leadership, advocacy, and cultural identity*

**Puawaitanga** – *growth, development, and empowerment*

**Aroha** – *love, compassion, and empathy*

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## **Background to the role**

Whānau Whakapuawai is a kaupapa Māori Perinatal Mental Health service. This initiative is focused on addressing a significant gap in services to assist Māori whānau dealing with perinatal mental health issues such as postnatal depression and anxiety. The service offers a te awa whiria or braided river approach to care, integrating mātauranga Māori, cultural interventions, and Western therapeutic modalities.

## **Purpose of the role / key service objectives**

- To address the complex needs of Māori mothers/birthing parents, their pēpi and their whānau
  - To meet the need for kaupapa Māori support for those experiencing mental health distress in the perinatal period / First 2000 days.
  - To whakamana whānau
  - To facilitate cultural connection and identity for whānau
  - To honour and support Tino Rangatiratanga
  - To build community
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## **Key Result Areas**

### **1. Clinical Assessment and appropriate interventions**

- 1.1. Undertake comprehensive mental health assessments and reports.
- 1.2. Collaboratively develop a holistic, whānau centred, mental health care plan with the client and their whānau
- 1.3. Run group programmes with māmā / birthing parents.
- 1.4. Work with the client and their whānau to meet their goals, as identified in their care plan.
- 1.5. Liaise with key external agencies forming community relationships with a focus on the needs to the client group.
- 1.6. Work closely with Kaitohutohu Mātauranga and Kaiwhakapuawai ensuring cultural needs are met.
- 1.7. Work closely with the whole team and engage in weekly team hui to ensure a wraparound client centred approach.
- 1.8. Refer to appropriate agencies as required.
- 1.9. Maintain all documentation, including case notes and referrals to other services.

### **2. Kaupapa Māori and Clinical Practice integration**

- 2.1. Take an approach to wellness that considers power and privilege, the past and present social, economic, and political contexts, the impact of social inequity on wellbeing, structural inequalities and experiences of violence and discrimination, issues of race, class, and gender.
- 2.2. An approach that emphasises strengths and disrupts dominant culture narratives associated with health.
- 2.3. Ensure that any Western approaches to mental health used are responsive for Māori.

### **3. Te Ao Māori**

- 3.1. Support our special nature as a kaupapa Māori organisation.
- 3.2. Commit to the Trust's cultural capability strategy.

### **4. Whanaungatanga – relationships and networks**

- 4.1. Be a positive team player by being proactive, energetic in mahi and in support of other team members to be enthusiastically engaged in their mahi and with organisation vision, purpose, policies, and plans.

- 4.2. Participate in Whānau Whakapuawai strategic and operational planning and deliver on team and service annual plans.
- 4.3. Engage within team reflection and any group supervision processes to support a continuous improvement kaupapa within the team and wider organisation.
- 4.4. Attend regular meetings with Clinical Lead and Operations Lead to ensure issues are raised and attended to.
- 4.5. Work within the Trust's Code of Conduct, relevant procedures and policies, and any other relevant regulatory standards.
- 4.6. Support team and wider organisation initiatives such as Full House Hui, Wānanga, groups and other events as required.
- 4.7. Support and participate in Trust initiatives and events.
- 4.8. Participate constructively in team and organisation hui, which are held on a regular cycle.
- 4.9. Be responsible for a portfolio that is relevant to your mahi and share updates with all kaimahi.

## **5. Monitoring, reporting, and accountability**

- 5.1. A key task is to meet reporting requirements and ensure that all your reporting is accurate.
- 5.2. The reporting requirements for Whānau Whakapuawai are quarterly.
- 5.3. Working with Rōpū Whānau Whakapuawai is important to ensure reporting requirements are met in an accurate and timely manner.

## **6. Professional Development**

- 6.1. Participate in relevant professional learning and development activities, including the Trust's induction processes.
- 6.2. Participate in organisational individual performance reviews.
- 6.3. Participate in supervision as determined with your line manager.
- 6.4. Actively reflect on practice, informally, in the team, and in supervision.

## **7. Health and Safety**

- 7.1. Promote a safe environment for all kaimahi, clients and visitors, and take individual responsibility for good workplace health and safety practices.
- 7.2. Be responsible for your own and others' health and safety at work.
- 7.3. Promote and participate in health and safety processes, maintain a safe workplace, and ensure all equipment is always used correctly. Establish and insist upon safe methods and safe practices.
- 7.4. Be familiar and work with the Trust's Health and Safety policy and procedures.
- 7.5. Undertake the legal requirements for health and safety including working with the health and safety lead ensuring we are proactive to a full range of issues.

## **8. Information Technology**

- 8.1. Use of computers, smart phones and other IT equipment are required as part of the role. Experience and skills in the use of the Microsoft Office software e.g., Word, Outlook, Excel is essential.
- 8.2. Be a skilled user of digital technology for reporting and or presentations that may include visual communication software, social media platforms and website navigation.

## **9. Other Duties**

- 9.1. The key tasks/accountabilities of the role may change from time to time so that Te Puawaitanga ki Ōtautahi is able to adapt to changes in the business environment.
- 9.2. Support special activities that the Trust undertakes or participates in.

## Preferred qualifications, experience, skills, and knowledge

- Registered Nurse or Allied Health Professional – with mental health experience / background.
- Current Annual Practicing Certificate / Expertise and qualifications in identified skill areas.
- Demonstrates a sound knowledge and understanding of perinatal mental health and risk assessment.
- Demonstrates knowledge and understanding of infant mental health and attachment theory.
- Lived experience of tikanga Māori, cultural values and beliefs that are important to Māori and their whānau.
- Commitment and/or experience to working in a whānau ora approach.
- Experience working with Māori and within a kaupapa Māori environment.
- Excellent interpersonal communication skills.
- Experience working in a collaborative team environment.
- Strong knowledge of IT
- Sound understanding of Te Ao Māori and commitment to upholding Te Tiriti o Waitangi.
- Alignment to Te Puawaitanga ki Ōtautahi values and Whakataukī.
- Current full unrestricted driver's license.
- Current first aid certificate.

## Key competencies

- Whānau centric – ability and desire to focus attention on meeting the needs of client whānau.
- Trust and Integrity – is personally aligned with the kaupapa of the Trust, operates honestly and openly.
- Relational – show a commitment and ability to build positive relationships with people.
- Professionalism – represent the Trust favourably and work according to Trust policies and procedures.
- Culturally-wise – ability to work successfully with Māori and other ethnic groups.
- Planning and Accountability – be effective with planning, organising, and reporting of tasks to a high standard.
- Respectful – value diversity and accept people as they are, celebrate difference, always take a mana-enhancing approach.
- Time Management – can effectively prioritise and execute tasks and report on progress.
- Flexibility – can adapt approach and plans to fit with changing conditions, tasks, responsibilities, or people.
- Willingness to learn – eager to gain new skills, ways of working, competencies, and understandings.
- Communication - able to communicate clearly and effectively, relate well to a wide range of people in both oral and written format, be an active listener.
- Quality Focus – be committed to achieving and maintaining quality standards which are relevant, positive, and solution-focused.
- Collaborative – able to work effectively in a team, sharing ideas, information, and skills. Values an open mindset and a solution-focused approach.

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**Signed by:**

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(Name of position holder)

Date: