



Position Description

Position Title	Pouarahi – Health Clinician – Kaupapa Maori
Date	November 2025
Approved by	CEO - Tuwharetoa Health Charitable Trust

Position holder	TBC
Reports to	Kaitataki / Team Lead for day-to-day matters. Overall, to the Whanau Engagement Manager
Purpose of the position	The Pouarahi – Health Clinician is responsible for delivering evidence-informed mental health and addiction assessment, therapy, and brief interventions for tangata whaiora experiencing mild to moderate distress. This role sits within a Kaupapa Maori primary health setting, with a strong emphasis on mautauranga Maori and holistic whanau wellbeing. The clinician will work confidently within a Kaupapa Maori environment, incorporating Te Whare Tapa Wha, Purakau, and other Maori health models into everyday practice. The role contributes to whanau ora pathways and works collaboratively with whanau, general practice, secondary mental health services, and wider community providers.

Working Relationships	
Internal – Tuwharetoa Health	External
- Whanau Engagement Manager and team - Chief Executive Officer (CEO) - Chief Operating Officer (COO) - Clinical Advisor - Financial Controller and team - Head of Data Science and IT team - Operations Manager and team - Pou Herenga / Te Tira Atamai Manager and team - Project Lead - Whanau, Pepi and Tamariki Manager and team - Executive Management Team (EMT) - Trustees	- General Practice - Pinnacle Midlands Health Network - Te Whatu Ora Secondary / Community Mental Health and Addiction Services A range of health and social services, and community organisations including but not limited to - Housing services - Budgeting services - Faith based institutions - Peer support groups - Interest groups

Standard Expectations, Attributes, Knowledge, and Skills
Analytical Thinking and Problem Solving: Ability to both identify problems and use information to resolve them.
Communication: Ability to clearly convey thoughts, both verbally and in writing, and to listen to and understands others.
Confidentiality: Ability to maintain privacy and confidentiality in line with the Privacy Act (1993) and the Health Information Privacy Code (1994).
Continuous Improvement: Ability to understand and implement a continuous improvement process in respect of one's own performance, and the organisation's processes and services.
Cultural Appropriateness: Ability to provide culturally appropriate support to a wide range of clients. Knowledge and experience in Ngati Tuwharetoa Tikanga and Kawa is desirable.
Cultural Development: Commitment to attending and actively participating in quarterly All Team Hui / Noho Marae
Health and Safety: Ability to work responsibly under the Health & Safety at Work Act 2015.
Policies: Ability to become familiar with, and work in line with Tuwharetoa Health's policies.
Relationship Development: Ability to build and sustain effective relationships both internally and externally.
Self-Management: Ability to work autonomously and flexibly to achieve the purpose of the position and the goals of the organisation.
Teamwork: Ability to work with others to achieve goals.
Treaty of Waitangi: Knowledge of the principles of the Treaty and how these relate to the development of specific initiatives for Maori.
Values: Ability to conduct themselves in line with Tuwharetoa Health's principles and values of Whanaungatanga (Spirit of Family), Manaakitanga (Spirit of Support) and Huhuatanga (Spirit of Service Excellence).
Current Full New Zealand Driver License is essential.

Position Specific Qualifications, Skills and Experience	
Qualifications	A health professional fully registered under the Health Practitioner Competence Assurance (HPCA) Act 2003, for example a psychologist, psychotherapist, mental health nurse, or occupational therapist. Or a fully registered alcohol and drug and/or gambling practitioner member of the Addiction Practitioners' Association Aotearoa-New Zealand (Dapaanz) Or a fully registered Social Worker.
Knowledge, skills, and experience	Skill and experience working in mental health and addiction settings, primary and/or secondary, with whanau experiencing mild to moderate levels of distress. Skill and experience working in a kaupapa Maori paradigm. Skill and experience providing evidence-based brief psychological interventions / talking therapies. Knowledge of local community networks and service agencies. Skill and experience in developing, facilitating, and providing health education for whanau. Knowledge of Maori models of health, for example Pūrākau and Te Whare Tapa Whā. Practical knowledge of Te Reo and tikanga Maori, or a willingness to learn. Experience and skill working with whanau Maori. Knowledge of the New Zealand health system Intermediate level knowledge of computers with experience using Microsoft Office, client management systems and databases.

Main Responsibilities
Provide services based in a kaupapa Maori paradigm that offers an alternative to existing mainstream services
Provide evidence informed assessment, therapy, and treatment
Work closely with other health providers, including those from general practice and secondary services to support tangata whaiora and their whanau
Operational and administrative responsibilities
Reporting

Role Delegations
Financial (limits/mandates etc.) – Nil
Staffing – No direct reports

Key Accountabilities	
Main Responsibilities	Tasks (How it is achieved)
Provide services based in a kaupapa Maori paradigm that offers an alternative to existing mainstream services	• The service philosophy, design, development, and implementation will be whanau centred and based in Tuwharetoa Health's values of Whanaungatanga (Spirit of Family), Manaakitanga (Spirit of Support) and Huhuatanga (Spirit of Service Excellence). • The Pouarahi – Health Clinician will be familiar with and follow Tuwharetoa Health's Tikanga Policy. • Services will demonstrate ○ Aroha – Love, compassion, empathy ○ Whanaungatanga – relationship, kinship, sense of connection ○ Kotahitanga – unity, togetherness, solidarity, collective action ○ Whakamana – respect for everyone's dignity ○ Mahitahi – collaboration / cooperation ○ Tumanako Pai – hope and positivity • Work as part of a kaupapa Maori primary mental health and addictions approach that supports whanau experiencing distress that has a negative impact on their health and wellness. • Provide services that are accessible and timely, with support that is tailored to the full range of needs of each tangata whaiora and their whanau. • Offer a range of options for support, meeting the needs of each tangata whaiora and their whanau. • Use Maori models of health including Pūrākau and Te Whare Tapa Wha. • Adopt a holistic view of tangata whaiora and their circumstances, recognising that the Pouarahi - Health Clinician work may be part of a wider Whanau Ora plan.

Key Accountabilities	
Main Responsibilities	Tasks (How it is achieved)
Provide evidence informed assessment and treatment	• Support tangata whaiora to identify, understand and address their mental health and distress. • Be available to see whanau at short notice when required • Ongoing assessment including risk assessment and management • Provide evidence-based brief interventions • Identify when tangata whaiora may have more serious mental health or addiction concerns that require referral to secondary services.
Work closely with other health providers, including those from general practice and secondary services to support tangata whaiora and their whanau	• Establish good working relationships with health professionals and others working in the community • Provide professional development as required to ensure the workforce has a good understanding of the needs of and services available to whanau with mild to moderate mental health distress. • Work effectively with the Health Coaches to ensure tangata whaiora have the appropriate level of support. • Act as a bridge between tangata whaiora and their whanau, and other health service providers.

Key Accountabilities	
Main Responsibilities	Tasks (How it is achieved)
Operational and administrative responsibilities	The Pouarahi – Health Clinician will: • Actively seek work rather than waiting for referrals • Enter clear and concise notes which comply with established standards into the practice management system (Indici) within 24 hours of each contact with tangata whaiora. • Demonstrate skills, knowledge and attitudes that ensure culturally safe practice (Tikanga Policy) • Use agreed outcome measurement tools and session rating scales each time they see a person • Review performance reports with their professional leaders and colleagues in order to develop their own practice/assess fidelity to the model and further develop services • Undergo regular supervision and ongoing professional development.
Reporting	• Monthly service reports to the Leadership Team • Monthly / Quarterly reports to the funder as per contract • All reporting is directed to the Kaitataki / Team Leader or Service Manager