project restore NZ
Restorative Justice following sexual violence

POSITION DESCRIPTION: CLINICAL CONSULTANT

Updated: September 2026

Functional relationships:
Chief Executive
Clinical Manager
Operations and Fundraising Manager
Project and Insights Manager
Project Restore Specialists
Relevant stakeholders including: Government, Ministry of Justice, social service organisations and external suppliers as required.

Location:
Flexibility to work remotely and in the Auckland office from time to time.

Hours:
Approximately 5 hours per week (10 hours per fortnight) within an agreed annual allocation.
Position Purpose: The role provides focused senior clinical expertise, consultation, mentoring, and strategic advice within an agreed annual allocation. It is an advisory and consultative role that does not carry responsibility for operational clinical management, staff performance management, formal clinical supervision, or line management.

The Clinical Consultant will work collaboratively with the Chief Executive, Clinical Manager, Project and Insights Manager and wider clinical team to support safe, trauma-informed, survivor-centred, culturally responsive, and evidence-informed practice.

The role provides an experienced independent clinical perspective to support clinical quality, reflective practice, clinical decision-making, organisational learning, and continued development of Project Restore's specialist restorative justice model.

Core responsibilities within the annual allocation:
You will:

- Facilitate the 2-hour CRM / case review meeting each fortnight, providing clinical consultation on complex, high-risk, or practice-related matters.
- Undertake limited preparation and review of key issues required for effective clinical consultation.
- Provide approximately 2 hours per fortnight of consultation, mentoring, and reflective discussion with the Clinical Manager.
- Provide approximately 2 hours per fortnight of consultation with the Chief Executive, including strategic advice, risk discussion, and ad hoc clinical input where required.
- Provide follow-up advice or actions arising from agreed clinical consultation, within the available allocation.

- Contribute to the review of clinical data, trends and service insights.
- Provide annual complaints-related clinical input and review, recognising that complaints work is expected to be occasional rather than ongoing.
- The role may contribute specialist expertise to policy review, training development, high level practice content, service development, quality improvement, stakeholder engagement, strategic initiatives, and organisational projects, as agreed.
- Provide independent expert clinical advice that supports organisational learning, service quality, risk management, and continuous improvement.

Practice and professional expectations:

- Work in a way that reflects Project Restore's vision, values, restorative practice principles, and commitment to Te Tiriti o Waitangi.
- Maintain a trauma-informed, survivor-centred, culturally responsive, ethical, and clinically safe approach.
- Support reflective practice, critical thinking, and professional learning across the clinical team especially at CRM.
- Keep appropriate records of advice or agreed actions in line with Project Restore's procedures and relevant professional standards.

Operational Style:

- Help to identify work related stress and trauma and respond appropriately.
- Keep clear and accurate records in accordance with your professional body and within Project Restore's clinical procedures and protocols.
- Maintain a high quality of service delivery.
- Respect individual and cultural diversity, recognise the particular needs of Māori, and support Project Restore's commitment to culturally responsive and equitable practice.

Person Specification:

Qualifications, skills, clinical knowledge and experience:

- NZQA recognised qualification in the field of counselling, psychology or psychotherapy
- Current full member of a professional counselling, psychotherapy or psychology body, including current practising certificate in relevant discipline e.g. counselling, psychology or psychotherapy.
- Demonstrated experience providing clinical leadership, mentoring, consultation, or professional supervision. This includes experience supporting service development, quality improvement or organisational change initiatives.
- Minimum of eight years clinical experience working in the sexual violence response sector. It is preferable that this experience includes working with survivors, families, and those with harmful sexual behaviour.
- Demonstrated ability to translate clinical knowledge into practical and strategic recommendations.
- Knowledge of Restorative Justice and Sexual Violence – Project Restore model.
- Ability to work cross culturally with cultural sensitivity and to perceive one's limits to do so, and the ability to make culturally appropriate referrals where indicated.

Leadership:

- High level of interpersonal, communication, and negotiation skills commensurate with being a senior leader in a dynamic organisation.
- Embodies the values of the organisation and restorative justice; able to take initiative; creative solutions focus.
- Maintain an equity lens on the services we offer at a national level.

Working Relationships and Collaboration:

- Has a collaborative approach to working with people and teams.
- Able to participate in group and team decision making, processing and conflict resolution.
- Able to give and receive constructive feedback.
- Possesses strong administration and communication skills.

Values and Beliefs:

- A commitment to the principle of the paramountcy of the safety and well-being of children and young people.
- A commitment to the Te Tiriti o Waitangi and its implications for partnership and service provision.
- Alignment with the vision and values of Project Restore, including a commitment to restorative and ethical practice.
- An understanding of sexual abuse/sexual assault/sexual violence dynamics and myths within our society that is informed by analyses of socialised roles and social power.
- A commitment to culturally appropriate and gender appropriate services.
- A commitment to achieving the best possible outcome for the survivor, without causing harm.
- A commitment to achieving the best possible outcome for the person who caused the harm, while prioritising the needs of the survivor.
- A commitment to personal growth and development.

Other:

- High levels of self-awareness and good self-care skills.
- Ability to identify, seek support and take responsibility when personal life stress impacts quality of work.
- Capacity to process personal and interpersonal emotional issues.
- Monitor and attend to work related stress and trauma.

PROJECT RESTORE NZ's Vision:

An Aotearoa New Zealand that is free from cycles of sexual violence.

Mission

We restore a sense of humanity, justice, and dignity when sexual harm has occurred.
We believe that the experience of restorative interaction has the power to model

compassionate behaviour which breaks wider cycles of sexual harm, hurt and violencenow and for future generations.
We provide a “kiwi made” world-class survivor-centred Restorative Justice approach to “putting things right” where sexual harm has occurred

Values
Collaboration, Generosity, Kindness, Manaakitanga, Respect, Responsibility

Appendix

The following allocation is indicative only. Actual time spent on individual activities may vary provided total hours remain within the agreed annual allocation of approximately 10 hours per fortnight.

Core fortnightly activity	**Indicative hours per fortnight**
CRM / fortnightly case review meeting	2 hours
Limited preparation and review of key issues	0.5–1 hour
Clinical Manager consultation, mentoring, or reflective discussion	2 hours
Chief Executive consultation, strategic advice, ad hoc emails, or risk matters	2 hours
Follow-up advice or actions, where required	0.5–1 hour
Reserved time for data review and complaints work, averaged across the contracted year	1.5–2 hours
Estimated fortnightly total	**10 hours per fortnight**