

## Role Description

## Senior Psychologist

### Inclusion and Diversity

We all have a role in making our workplace one that embraces and values diverse backgrounds, perspectives and life experiences, creating a workplace where [we all belong](#).

Reasonable adjustments may be discussed with your manager, approved and documented to support and promote human rights and diversity across the workforce.



Job Evaluation No.

21509

Content

Manager No.

21/366624

Work Unit

**Nominated School**

**Nominated Region**

**Early Childhood and State Schools Division**

Location

**Various locations throughout the State**

Classification

**HP4 Department of Education Certified Agreement 2022, Queensland Public Service Officers and Other Employees Award – State 2015**

**38 hour week**

### Your employer

The Department of Education (DoE) is committed to giving all children a great start, engaging young people in learning, creating safe and inclusive workplaces and investing in communities for a stronger Queensland. Our human rights commitment is to create a stronger, fairer Queensland by respecting, protecting and promoting human rights in everything we do. Our objectives are: A great start for all children, Every student succeeding, Building Queensland communities, Safe and capable people delivering our vision, Fair and safe workplaces and communities. Our vision is one of equity and excellence in a progressive, high performing education system that realises the potential of every student.

For more information about the department, please visit our website at [www.qed.qld.gov.au](http://www.qed.qld.gov.au)

### Your opportunity

As the Senior Psychologist you will support children and students to access and fully participate in learning and experience success and wellbeing across all stages of learning by ensuring delivery of evidence-based contemporary psychology services within schools in your region.

You will:

- Provide professional supervision, leadership, and support to school psychologists within the region to develop their capability and clinical skills.
- Provide psychology services directly to schools in specific or specialised areas of psychology practice or in response to complex school needs.

You will report to the base school Principal for operational and administrative matters and to the regional Senior Advisor, Psychology on all professional practice and clinical matters.

### Your role

Appointments in the public sector are merit-based and will be assessed by looking at what you have done previously—the knowledge, skills and experience you have built, your potential for development, and your personal qualities.

Responsibilities include:

- Provide leadership and plan clinical supervision to psychologists in collaboration with regional and school management teams, to promote the delivery of safe, effective, high quality psychology services.
- Assess psychological requirements and identify appropriate responses and interventions to support the mental health and wellbeing of students and/or undertake individual and group counselling and therapeutic interventions requiring specialised psychological practice with students, parents and families.
- Respond to service complaints and address low-level issues impacting delivery of therapy services in collaboration with the Senior Advisor, Psychology, regional managers and school principals, as required.



- Identify professional development needs and proactively plan, implement and evaluate clinical supervision, training and development initiatives for psychologists in schools.
- Maintain effective communication and collaboration networks with other professionals including guidance officers, other relevant agencies and stakeholders such as other government departments and relevant professional bodies to ensure coordinated provision of services to students, parents and families (for example, health, education, and welfare).
- Support delivery and continual improvement of psychology services in schools by reviewing policies, operational standards and procedures, evaluating service provision and programs and providing advice and recommendations to the Senior Advisor, Psychology about alternative models of delivery and resourcing.
- Collaborate with the Senior Advisor, Psychology to monitor and report on performance and contribute to the research, development, implementation and evaluation of validated clinical practices, policies and protocols relating to the practice of psychology services.
- Prepare and present papers and reports relating to the department's psychology services in schools.
- Promote system wide psychology services, processes and resources to support students' mental health and wellbeing and lead teams and projects as required to achieve the department's Strategic Plan.

#### **Other responsibilities (as required)**

- Other suitable duties, consistent with the duties and responsibilities of the position as directed by the supervisor or nominated delegate.

#### **A mandatory requirement of this role is:**

- Appointment to this position requires proof of qualification in Psychology and general registration with AHPRA, or if a new graduate, must hold provisional registration with AHPRA with a supervision plan approved by the Psychology Board of Australia prior to the commencement of employment.
- In accordance with the [Working with Children \(Risk Management and Screening\) Act 2000](#), registered health practitioners working within their professional capacity must hold valid registration with the Australian Health Practitioner Regulation Agency at all times during their employment for the purpose of satisfying the exemption requirements of the Act.

#### **Competencies – How you may be assessed**

[Leadership Competencies for Queensland](#) describes what highly effective, everyday leadership looks like in the public sector. In simple, action-oriented language, it provides a common understanding of the foundations for success across all of our roles within the department.

##### **Vision:**

- Leads strategically – thinks critically and acts on the broader purpose of the system.
- Stimulates ideas and innovation – gathers insights and embraces new ideas and innovation to inform future practice.
- Leads change in complex environments – embraces change and leads with focus and optimism in an environment of complexity and ambiguity.
- Makes insightful decisions – makes considered, ethical and courageous decisions based on insight into the broader context.

##### **Results:**

- Develops and mobilises talent – strengthens and mobilises the unique talents and capabilities of the workforce
- Builds enduring relationships – builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.
- Inspires others – inspires others by driving clarity, engagement and a sense of purpose.
- Drives accountability and outcomes – demonstrates accountability for the execution and quality of results through professionalism persistence and transparency.

##### **Accountability:**

- Fosters healthy and inclusive workplaces – fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritised.
- Pursues continuous growth – pursues opportunities for growth through agile learning and development of self-awareness.
- Demonstrates sound governance – maintains a high standard of practice through governance and risk management.

#### **Additional information**

- This role description works in conjunction with the Candidate Information Package.

- **Temporary positions:** - The duration of this position will be dependent on work demands and the availability of ongoing funding and model allocated resources.