



# Job Description Form

## Clinical/Counselling/Forensic Psychologist

### Psychological Services

#### POSITION DETAILS

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Classification Level:	Specified Calling Level 2/3
Award/Agreement:	PSA 1992 / PSGOGA 2014
Position Status:	Permanent
Organisation Unit:	Offender Management Division
Physical Location:	Various Metropolitan

#### REPORTING RELATIONSHIPS

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Responsible to:	Manager Adult Community Psychological Services – SC L4 Manager Specialist Psychological Service – SC L4 Manager Forensic Psychological Service – SC L4
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**THIS POSITION:**           **Clinical/Counselling/Forensic Psychologist**

Direct reports:           NIL

#### OVERVIEW OF THE POSITION

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Psychologists within the Psychological Services Directorate provide psychological assessment and intervention services for individual offenders in either the community or custodial setting and who are referred to the service while on a court imposed or release order. Interventions are targeted at reducing recidivism and improving safety in prisons and the community.

#### JOB DESCRIPTION

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As a psychologist within Psychological Services, the successful applicant will be expected to:

- Maintain focus on the Department's goals concerning safety, security and rehabilitation;

- Work to improve communication and model integrity and respect in all interactions;
- Operate within the Department's Corporate Governance Framework, policies and procedures and ensure effective transparency and accountability of all Department activity;
- Operate within chain of command facilities to coordinate activities required to meet the Department's strategic objectives;
- Work collaboratively to achieve common goals and best practice and facilitate business improvements as appropriate;
- Facilitate cultural and management reforms within the Department through leadership and engagement; and
- Represent the Department's interest on committees and working groups as required.

### **ROLE SPECIFIC RESPONSIBILITIES**

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- Provide psychological assessment services for offenders in either custody or the community to inform behavioural and/or risk management, as well as identify criminogenic treatment needs.
- Undertake specialist psychological assessments and reports for the courts and releasing authorities as required.
- Provide psychological interventions to offenders in either custody or the community, with specific focus on increasing treatment readiness and/or addressing criminogenic targets identified through the forensic assessment process.
- Provide expert opinions to the courts
- Consult with and provide expert advice on psychological issues related to the management of offenders.
- Other duties as required in accordance with strategic objectives, business plans, local workload priorities and performance management plans.

### **JOB RELATED REQUIREMENTS**

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In the context of the roles specific responsibilities, the ability to demonstrate the following skills, knowledge and experience.

#### **Shapes and Manages Strategy**

The ability to; understand the Department's objectives and links to the whole-of-government agenda, understand the strategic direction and objectives of the business unit and the factors that may impact on work plans and operational goals, scan the environment to monitor priorities and keep self and other stakeholders informed on critical factors and issues, think laterally, be

innovative, identify and work collaboratively to overcome challenges and implement reform program initiatives are important for this role.

### **Achieve Results**

The ability to; evaluate project/program performance, identify areas of improvement and initiate changes to ensure positive outcomes, deal positively with uncertainty and cope in a changing environment, able to determine appropriate actions despite a lack of clarity, a focus on quality, adherence to current procedures and managing projects to completion within a set timeframe are fundamental to this role.

### **Builds Productive Relationships**

The capacity to network effectively in order to build and sustain relationships with key stakeholders, team members and other staff in the agency, to actively listen to staff, colleagues and stakeholders involved in the reform program and encourage engagement and contribution to the process is a requirement for this role.

### **Exemplifies Personal Integrity and Self-Awareness**

A demonstrated; high level of personal commitment to integrity, professionalism, probity and personal development; adherence to the Code of Conduct; ability to constructively challenge issues, discuss alternatives to progress issues, meet objectives, follow up to finalise work, maintain a positive outlook. Engage with risk by providing impartial and clear advice, constructively challenging issues and proposing solutions. Actively identifies potential risk issues and reports to management.

### **Communicates and Influences Effectively**

A demonstrated ability to present messages confidently and persuasively and to successfully listen, understand and adapt to a range of audiences is a requirement for this role.

### **Role Specific Criteria - SC2**

- A demonstrated ability to undertake a range of individual psychological assessments and interventions associated with offending, in accordance with psychological principles and theories of offending behaviour.
- Provide advice to colleagues in multi-disciplinary teams as requested.
- Undertake approved research and evaluation
- Contribute to disciplinary and multi-disciplinary service teams.

- Receive supervision and undertake such duties as are necessary for maintaining registration with the Psychology Board of Australia as a Psychologist and achieving endorsement under s.98 in an area of practice approved for endorsement.

### **Role Specific Criteria – SC3**

- The ability to provide specialist consultant advice.
- A demonstrated ability to organise and undertake a range of psychological assessments and interventions associated with offending behaviour, in accordance with psychological principles and theories of offending behaviour.
- The ability to develop and undertake research of a clinical, applied and evaluative nature.
- The ability to contribute to disciplinary and multi-disciplinary teams.
- The ability to develop, contribute to and provide staff training and development
- The capacity to coordinate, support and assist professional colleagues as required.
- The capacity to contribute to policy development.
- The capacity to provide supervision to psychologists including those working towards endorsement in an approved area of practice endorsement (SC2) subject to meeting the minimum training/years of practice required by the Psychology Board of Australia in order to be Board accredited as a supervisor.

### **SPECIAL REQUIREMENTS/EQUIPMENT**

#### **Specified Callings 2:**

- Possess a four year degree in Psychology; and
- Possess a two year (minimum) accredited Masters or Doctorate degree in the approved area of practice (Clinical/Counselling/Forensic) for which supervision towards endorsement is being undertaken; and
- Have general registration with the Psychology Board of Australia

Travel within the state may be required.

#### **Specified Callings 3:**

- Possess a four year degree in Psychology; and
- Possess a two year (minimum) accredited Masters or Doctorate degree in an approved area of practice; and
- Have general registration with the Psychology Board of Australia; and
- Be endorsed in an approved area of practice (Clinical/Counselling/Forensic).

Travel within the state may be required.

**CERTIFICATION**

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the job.

COMMISSIONER

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

HR CERTIFICATION DATE: \_\_\_\_\_