



Job Description Form

Senior Programs Officer (Psychologist)

Youth Justice Psychological Services

Position details

Classification Level: Specified Calling Level 2

Award/Agreement: Public Service Award 1992 / Public Sector CSA Agreement
(and subsequent agreements)

Position Status: Permanent

Organisation Unit: Corrective Services, Women and Young People

Physical Location: Mount Lawley

Reporting relationships

Responsible to: 1423 Principal Clinical Psychologist - Specified Calling Level 4

This position: 004226, 009920 Senior Programs Officer - Specified Calling Level 2

Direct reports: NIL

Overview of the position

The Women and Young People Directorate is accountable for end to end case management and through care of women prisoners and young detainees based on a trauma-informed model of care that considers culture, gender and youth specific responses to those in custody and the community.

Youth Justice Services is a multi-disciplinary team working to provide an evidence-based and responsive service to young people and their families when they come into contact with the youth justice system. It aims to reduce antisocial behaviour, strengthen interagency partnerships and prevent the likelihood of further escalation through the youth justice system.

As part of Youth Justice Psychological Services, the Senior Programs Officer is responsible to develop and deliver evidence-based therapeutic programs to young offenders and their families, aimed at reducing antisocial behaviour.

Job description

As part of the Youth Justice Psychological team, the successful applicant will be expected to:

- 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 the chain of command 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.
- Represent the Department's interest on committees and working groups as required.

Role specific responsibilities

ASSESSMENT AND INTERVENTION

- Identifies specific psychological needs of young people involved in the youth justice system through appropriate assessment and intervention techniques.
- Delivers rehabilitative individual and group interventions to young people involved in the youth justice system, meeting best practice standards.
- Ensures effective collaboration and professional delivery of programs with co-facilitators (including those internal and external to the Department of Justice).
- Provides practice guidance, support and supervision to other Department of Justices' staff who act as co-facilitators to this role (e.g. external contractors, YJOs, etc.).
- Provides input as to program delivery procedures and policy, working with various staff and other involved local agencies to facilitate the provision of suitable, culturally effective therapeutic programs.

PROGRAM PLANNING, DEVELOPMENT AND EVALUATION

- Identifies and recommends improvements to program content needs and structure that best meet program objectives and implements changes, where possible.
- Provides significant input into program development.
- Assists with the evaluation of youth services programs and with reporting the impact, benefits and aspects requiring improvement and updating.
- Collects relevant data that enables the evaluation and refinement of therapeutic program provision.

REPORTING AND RECORD KEEPING

- Prepares written reports detailing assessment and treatment outcomes.
- Provides assessment, consultation and advice on youth offenders to the Courts, Supervised Release Boards, Parole Board and other Department of Justices' personnel, as required.
- Liaises with relevant Department personnel on treatment and assessment issues.
- Ensures record keeping practices (which may include video recording of session content) and standards meet legislative and Branch requirements.

- Consults with Principal Psychologist (Youth Justice Psychological Services Branch) as required.

INFORMATION AND KNOWLEDGE MANAGEMENT

- Manages personal workload to ensure high standard results in group presentation and individual offender assessment and reporting activities.
- Develops, prepares and presents training courses for Juvenile Justice Directorate, staff and community groups.
- Advises other staff on training matters.
- Maintains case records and programmatic equipment.

CONSULTANCY AND ADVICE

- Provides a dynamic and engaging program consultancy service to youth justice staff with regard to therapeutically intervening with young people involved in the youth justice system.
- Other duties as required in accordance with strategic objectives, business plans, local workload priorities and performance management plans.

Job related requirements

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

Role Specific Criteria

Program Development and Delivery

- Ability to develop, implement, deliver and evaluate therapeutic programs for individual offenders and groups.
- Ability to engage challenging juvenile clients in individual and group therapeutic processes.

Communication

- Ability to sensitively provide feedback to co-facilitators regarding group treatment clinical issues.
- Highly effective interpersonal skills in teamwork, group work and individual assessment/counselling situations.
- Demonstrated advanced written expression and report writing skills.
- Demonstrated ability to implement appropriate communication strategies when dealing with difficult clients and situations.

Working with Aboriginal Clients

- Ability to engage with Aboriginal clients and community members within a culturally effective framework.
- Ability to develop programmes that are culturally effective, understanding of the cultural issues related to working with Aboriginal youth

Relationship building and networking

- Ability to communicate effectively with diverse audiences, using a variety of strategies, establish relationships with Stakeholders and represent and promote Community and Youth Justice Services

Policy initiation and development

- Ability to initiate and contribute to ethical policy development and review.

KNOWLEDGE

- Knowledge of the relevant processes required for the development, implementation, delivery and evaluation of therapeutic programs for individuals and groups.
- Knowledge of a range of therapeutic assessment/intervention techniques and developmental theories (including cognitive behavioural principles) as they apply to adolescents in both individual and group contexts. This is to include knowledge about psychological assessment and intervention for suicide prevention and offending behaviours.
- Knowledge of assessment techniques and issues, as they pertain to young people, in relation to both case formulation and identifying priority clients.

QUALIFICATIONS

- Tertiary Degree qualification in Psychology and 'General Registration' as a Psychologist with Australian Health Practitioner Regulation Agency (AHPRA).

Special requirements/equipment

- This position is identified under section 6 of the *Working with Children (Criminal Record Checking) Act 2004* as Child Related Work. Applicants must have a current Working with Children Check to be eligible for appointment to this position.
- It is a requirement of the position holder to hold a valid driver's licence.
- This position may be required to undertake travel for extended periods throughout the state at short notice.
- Willingness to work in a Detention Centre Setting.

Certification

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

Assistant Commissioner Women and Young People

Signature: _____ Date: 14 March 2024

HR certification date: April 2024