



# Job Description Form

## 016224 **Principal Manager (Clinical)**

### Rehabilitation and Reintegration

#### Position details

---

Classification Level: Specified Calling Level 4

Award/Agreement: PSA 1992 / Public Sector CSA Agreement  
(and subsequent agreement/s)

Position Status Temporary

Organisation Unit: Corrective Services, Offender Services

Physical Location: Perth CBD

#### Reporting relationships

---

Responsible to: 016311 Chief Psychologist - Specified Calling Level 5

**This position: 016224 Principal Manager (Clinical) - Specified Calling Level 4**

Direct reports: NIL

#### Overview of the position

---

Within the Rehabilitation and Reintegration Branch, the Clinical Governance and Innovation team is responsible for clinical standards and compliance, clinical evaluation, treatment assessments and innovative projects.

Reporting to the Director Clinical Governance and Innovation, the Principal Manager (Clinical) will lead the research and development of a Counter-Terrorism Violence and Extremism (CVE), specific service delivery framework for Corrective Services.

This framework will address the need for safe and secure accommodation of violent extremist offenders; and effective intervention and assessment to address radicalisation and extremism threats as it relates to Safety, Security and Rehabilitation (SSSR).

The Principal Manager (Clinical) will liaise with interstate corrections jurisdictions and specialist resources to develop an understanding of best

practice for assessing, accommodating, and addressing extremist offender needs for Corrective Services.

## **Job description**

---

As part of the Clinical Governance and Innovation team, the Principal Manager (Clinical) 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**

---

- Manages and provides clinical oversight to the research and development Clinical Governance systems and plans for Counter-Terrorism Violence and Extremism (CVE).
- Leads, supports, and provides clinical oversight to develop, implement and facilitate the scoping the management framework for CVE offenders, ensuring relevancy and developing new initiatives focusing on safety, rehabilitation, reintegration and a reduction in offending.
- Lead the development, review, and implementation of case management practices for CVE offenders in consultation with the Reintegration and Rehabilitation Directorate, and relevant stakeholders and service providers.
- Lead the CVE activities to ensure optimum sequencing and timing for rehabilitation outcomes.
- Provide expertise and specialist advice, guidance, and consultation to other professionals across the directorate and Department, in offender rehabilitation assessment and intervention processes.
- 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 roles specific responsibilities, the ability to demonstrate the following skills, knowledge and experience.

### **Shapes and Manages Strategy**

The ability to; provide direction to others regarding the purpose and importance of their work , set work tasks that align with strategic objectives and communicates the expected outcomes, understand the Department's objectives and aligns project activities accordingly, consider the ramifications of identified issues and evaluate their potential impacts on work plans and operational goals, gather and investigate information from a range of sources and explore new ideas and different points of view, investigate best practice approaches that may enhance service delivery are important for this role.

### **Achieve Results**

The ability to; critically review project/program performance, identify areas of improvement and initiate changes to ensure positive outcomes, identify key talent that will enhance and support performance, remain flexible and responsive to changes in requirements, seek specialist expertise and capitalise on the expert knowledge and skills of others, set clear plans and timeframes for project implementation and outlines specific activities that support success, respond in a positive and flexible way to change and uncertainty, share information and own expertise with others, see projects through to completion, monitor project progress and adjusts plans as required to meet deadlines, commit to achieving quality outcomes and seek feedback from stakeholders to gauge satisfaction are all fundamental to this role.

### **Builds Productive Relationships**

The capacity to; build and sustain relationships with a network of key people internally and externally, be proactive in offering assistance for a mutually beneficial relationship, anticipate and be responsive to internal and external clients' needs, involves, encourages and recognises the contributions of people, consult and share information and ensures that others are informed of issues, work collaboratively with the team, encourage the exploration of diverse views and try to see things from different perspectives, identify learning opportunities and strengths within the team and delegate tasks accordingly, set clear performance standards and provide timely praise and recognition, provide constructive objective feedback in a manner that gains acceptance and achieves resolution, deal with poor performance promptly are requirements for this role.

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

This role requires; a high level of personal commitment to integrity, professionalism, probity and personal development, adherence to the Code of Conduct, the ability to stand by own position when challenged, to seek advice and guidance when required, takes personal responsibility for meeting objectives and shows initiative and acts proactively to progress work to meet deadlines, able to remain positive and respond to pressure in a controlled

manner – continues to progress work despite criticisms and setbacks, a strong commitment to learning and self-development and acceptance of challenges and new opportunities. Engage with risk by providing impartial and forthright advice, constructively challenging important issues and proposing solutions. Actively identifies and manages risk issues escalating as required.

### **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, approach negotiations with a strong grasp of key issues, able to frame persuasive arguments that take account of opposing views, encourage support from relevant stakeholders, strive to achieve outcomes that benefit both parties are all requirements for this role.

### **Role Specific Criteria**

- A Masters Degree in Clinical/Counselling/Forensic Psychology, and general registration with the Australian Health Practitioner Regulation Agency (AHPRA).
- Demonstrated experience in complex research, analysis, and interpretation of statistical information, including evaluations.
- Demonstrated experience in management of clinical services, including demonstrated knowledge in the assessment and intervention of offending behaviour.

### **Special requirements/equipment**

---

- The position holder may be required to travel interstate for operational purposes.
- It is a requirement that the position holder is eligible to obtain a NEGATIVE VETTING LEVEL ONE security clearance as a condition of employment. Only Australian Citizens are eligible to hold a NEGATIVE VETTING LEVEL ONE security clearance.

### **Certification**

---

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

Director General

Signature: \_\_\_\_\_ Date: 19 May 2023

HR certification  
date: May 2023