



Job Description Form

Chief Psychologist

Young People

Position details

Classification Level: Specified Calling Level 5

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

Position Status: Permanent

Organisation Unit: Corrective Services, Young People Directorate

Physical Location: Perth CBD

Reporting relationships

Responsible to: Assistant Commissioner Young People - Class 1

This position: 017446 Chief Psychologist - Specified Calling Level 5

Direct reports: 016764 Principal Clinical/Counselling/Forensic Psychologist
(Custody) - Specified Calling Level 4

Overview of the position

The Young People Directorate (YPD) is solely focused on young people in the youth justice system. It delivers statutory services to young people in accordance with the *Young Offenders Act 1994* and the *Young Offenders Regulations 1995*. These services are delivered in the courts, community and detention centres.

The YPD is responsible for the safety, security and rehabilitation of young people both in the community and custody. Its core objective is to reduce reoffending among young people through services to divert young people away from the criminal justice system; programs and services for young people on orders in the community; and programs and services in custody.

The YPD is guided by the Young People Strategy 2025-2030, which is aligned with the broader Corrective Services Strategy 2025-2030 however with a specific focus on young people. The Strategy includes the importance of diversion as the primary preferred intervention for young people and the implementation of the new model of care (MoC) for youth detention centres.

The Chief Psychologist is a key leadership position within the Young People Directorate. The role is responsible for supporting the effective and efficient application of contemporary approaches of practice and models by all disciplines and staff across the Young People Directorate, which achieves the best outcome for young people who have contact with the justice system. The Chief Psychologist is also responsible for overseeing the clinical practices within the Young People Directorate, including the development, implementation, monitoring and continued improvement of clinical standards.

Job description

As part of the Leadership 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

- Provides clinical and child / adolescent expert advice across the Young People Directorate in relation to all operational practices and procedures, to ensure that the model of care implemented is contemporary and supported by best practice.
- Provides leadership and advice on relevant legislation, Government policies, professional standards, research, and scientific literature on a range of issues relating to clinical service provision and reducing reoffending.
- Represents the Department and provides high level psychological advice to internal and external stakeholders.
- Develops and manages inter-agency, cross-sectoral and non-profit relationships in relation to psychological services, to produce united and integrated approaches to achieving positive outcomes for young people who have contact with the justice system.
- Leads the identification, collection, and application of data, information technology, and knowledge management to inform the development, implementation and review of standards and monitoring frameworks for clinical practices within Youth Justice Psychological Services.
- Leads and monitors adherence of clinical services which are developmentally and culturally appropriate, within the Young People branch and by relevant stakeholders, to agreed standards and completes required reports.

- Manages the delivery of relevant professional services and training for staff.
- Provides leadership and shapes the development and amendment of programs that reduce reoffending behaviour.
- 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.

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, draw on information from a range of sources and use judgement to analyse findings, work within agreed guidelines to make decisions and to incorporate outcomes into work plans are important for this role.

Achieve Results

The ability to; assess project and program performance, identify areas of improvement and suggest changes to ensure positive outcomes, demonstrate flexibility and cope with day-to-day changes in priorities, support projects to completion and a focus on quality in all areas of work 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, consult and share information with the team and seek input from others where necessary, encourage contribution and engagement, recognise different views and to ensure that stakeholders are kept informed as appropriate are requirements for this role.

Exemplifies Personal Integrity and Self-Awareness

A commitment to; adhere to the Code of Conduct in all interactions, maintain a high level of personal commitment to integrity, professionalism, probity and personal development, take responsibility for completion of works within timeframes and takes the initiative to progress work when required. Able to justify own position when challenged. Acknowledge mistakes and learn from them, and seek guidance and advice when required. Engage with risk by providing impartial and clear advice, seeking guidance when required, identifying and/or reporting potential risk issues to supervisor.

Communicates and Influences Effectively

A demonstrated ability to; present messages confidently and persuasively and to actively listen, understand and adapt communication styles to suit a range of audiences, listen to differing views and opinions and develop persuasive counter arguments are requirements for this role.

Role Specific Criteria

- An accredited Masters and/or Doctorate degree in Clinical, Counselling or Forensic Psychology.
- Current registration as a Psychologist with the Australian Health Practitioner Regulation Agency (AHPRA) and endorsement in Clinical, Forensic or Counselling Psychology.
- Knowledge and demonstrated experience and understanding of contemporary best practice and models in relation to rehabilitation of young people who have contact with the justice system
- An exceptional understanding of childhood trauma, its immediate and long-term impacts on child functioning and development, and interventions that support recovery from trauma.
- Advanced management, leadership skills and experience in working in a multi-disciplinary team setting.
- Demonstrated ability to develop and implement whole-of-system frameworks that guide the work of human service priorities.

Special requirements/equipment

Nil

Certification

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

Executive Director Corrective Services

Signature: _____ Date: 20 July 2025

HR certification date: August 2025