



## POSITION DESCRIPTION

Position Title	Psychologist
Reporting To	PSP Manager – Specialist Services & Support

### PURPOSE OF THE POSITION

The Psychologist will work as part of SCMSAC's Permanency Support Program (PSP) providing clinical advice and support to the PSP team, including managers, to address the needs and wellbeing of clients in an effective and ethical manner.

The Psychologist will be responsible for providing clinical consultations and therapeutic supports to individuals, carers and families as part of an integrated service response, as well as conducting Psychological assessments for SCMSAC clients.

### KEY RESPONSIBILITIES & DUTIES

- Undertake Psychological assessments with clients including children and young people, carers, families and individuals with a disability
- Design, evaluate and assist with the implementation of evidence based Psychological interventions
- Prepare and assist in the implementation and review of individual plans for clients
- Conduct relevant research to assist in the improvement and evaluation of services in consultation with management
- Consult and liaise regularly with families, cares and significant others
- Contribute to the design, development and evaluation of SCMSAC's Psychological programs and services
- Provide clinical advice, peer supervision and debriefing to staff as required, developing the skills and capacity of staff through on the job training
- Coordinate and attend team meetings
- Participate in monthly, documented support and supervision with the PSP Manager
- Maintain up to date, accurate and comprehensive records and case notes in accordance with SCMSAC policy, AHPRA and best practice standards
- Ensure assessments and reports are written in a timely manner
- Ensure reporting of notifiable events are handled consistent with SCMSAC Policies and Procedures
- Report all FaCS cases of suspected risk of harm to children and young people in line with SCMSAC policies and procedures
- Assist in reporting and investigating all relevant issues as prescribes by the NSW Ombudsman
- Take all necessary steps to ensure children and young people in the foster care program are protected supported and safe from abuse
- Comply with all SCMSAC Policies and Procedures

- Other duties as reasonably directed by the CEO, Senior Manager or Supervisor

## KEY PERFORMANCE AREAS

- Accurate and timely record keeping
- Maintaining service delivery in line with OCG and compliance standards
- Maintenance of Australian Health Practitioner Regulation Agency (AHPRA) Registration
- Delivery of up to date and relevant training to staff, carers and children and young people

## KEY COMPETENCIES

### Qualifications, Knowledge and Experience

#### Essential

- Bachelor's Degree in Psychology
- Knowledge and understanding of the Children and Young Person (Care and Protection) Act 1998 and the ability to develop an understanding of the NSW Children's Guardian OOHC Standards
- Demonstrated knowledge and understanding of the issues affecting Aboriginal communities, families and children specifically in relation to the placement of Aboriginal children and young people in care
- Demonstrated advanced practices skills and an ability to undertake Psychological testing and assessments, covering a broad range of presentations
- Knowledge and ability to use evidence based psychometric assessment tools, including the capacity to provide psycho-educational and therapeutic group programs to children, parents and family groups
- Ability to develop and implement treatment and recovery plans for individuals, groups and families as required.
- Capacity to work effectively both independently and as part of a multidisciplinary team, demonstrate accountability and willingness to take direction
- Proficiency in report writing and demonstrated ability to develop, organise and maintain records in a timely manner
- Proficient computer skills including the use of Client Management Databases
- Clear Working with Children, Criminal Record Check and Working with Vulnerable People Check
- Current Drivers Licence

#### Desirable

- Aboriginality\*
- Direct experience in delivering Psychological or related services in Aboriginal and/or Torres Strait Islander Communities
- Proven clinical leadership skills with expertise in client centred consultancy, with the ability to implement changes, develop direction using evidence based research

## PERSONAL QUALITIES AND ATTRIBUTES

- Highly developed organisational skills and capacity to prioritise competing demands
- Effective time management skills and the ability to work to strict deadlines
- Highly developed interpersonal communication including both written and oral skills
- Effective conflict resolution skills, negotiation, mediation and decision making skills

## RELATIONSHIPS

With	Purpose
SCMSAC CEO	The CEO may make day to day requests for support and information from the Psychologist.
SCMSAC Executive Officer PSP	The Psychologist may receive guidance and direction from the Executive Officer – PSP.
SCMSAC Manager PSP	The Manager PSP is the first point of contact for the overall direction of work and will provide support to the Psychologist.
SCMSAC Supervisors and Employees	The Psychologist will interact closely with employees, Team Leaders and Senior Managers to develop and maintain effective working relationships, collaborate on matters, exchange information and provide advice and feedback.
SCMSAC Clients	The Psychologist will maintain professional relationships and rapport with clients and their families as well as maintaining boundaries.
External Stakeholders	The Psychologist will develop and maintain strong connections with external stakeholders such as FaCS, other agencies and organisations.

## EMPLOYEE'S ACKNOWLEDGEMENT AND ACCEPTANCE OF POSITION DESCRIPTION

I have read and confirm my understanding of the above position description that will apply to my employment with South Coast Medical Service Aboriginal Corporation.

\_\_\_\_\_  
Employee signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signed and approved on behalf of SCMSAC

\_\_\_\_\_  
Date

*\*Aboriginality - Aboriginality is a genuine occupational requirement and racial discrimination is a prohibition as outlined under Section 8(1) of the Racial Discrimination Act 1975.*