

Human Resources

Position Description



Position Title:	Psychologist
Accountable To:	Chief Commercial Officer
Location:	Allied Services National Contact Centre (Marion)
Hours:	Fulltime, 38 hours per week (or as negotiated)

Position Overview:

The Psychologist will deliver BlueSky Mind Studio's clinical psychology services to Participants from various contracts and referring agencies. The role provides assistance to Participants who have complex barriers to employment by conducting assessments, undertaking a variety of therapeutic interventions, facilitating groups, and providing recommendations to appropriate vocational and non-vocational services.

Personal Attributes:

You will be a mature minded individual with a high level of interpersonal communication and organisational skills. You should possess an empathetic approach to Participants, and be able to build trust and rapport with those Participants. You will also be highly skilled in interview, assessment and general counselling procedures. You will be a team player, with a demonstrated ability to show initiative, who will professionally and ethically represent the Organisation. You must be a flexible, outcome focused individual possessing a can-do attitude. You must be able to demonstrate efficient and effective strategies to positively assist Participants in overcoming severe and/or multiple barriers to employment.

Responsibilities:

The Psychologist is responsible for:

- Conducting comprehensive, reliable, standardised and authenticated psychometric assessments as clinically indicated, as well as clinical interviews and assessments of Participants with a range of disability and barriers to employment
- Offering counselling intervention as required, utilising numerous psychological methodologies
- Implementing evidenced-based individual, family, group therapies and other programs using a variety of models and skills.
- Referring Participants to external support services where required to help address barriers
- Liaising with and developing ongoing partnerships with Participants, and working collaboratively with their families, support networks, advocates, communities and other service providers as required to promote positive outcomes
- Implementing and adhering to the clinical procedures, policies and strategies for the BlueSky Mind Studio's mental health program
- Providing written reports detailing results of assessments in a clear, concise manner that is readily understood by both consumers and other professionals.
- Liaising with medical professionals and community agencies on behalf of Participants
- Providing training and guidance to BlueSky Mind Studio staff on psychological services and procedures.
- Being a part of a multi-disciplinary team delivering improved health outcomes to our Participants
- Providing services that are culturally sensitive to the needs of Participants
- Supporting psychology students on placement; and/or providing direct supervision of post-graduate psychology students where approved to do so by the Psychology Board of Australia
- Maintaining skills, knowledge and evidence-based practice through participation in professional development activities, e.g., supervision, private reading, workshops etc.
- Involvement and participation in Organisational meetings and functions as required
- Adhering to the requirements and standards within the Organisations Quality Management System
- Other duties as directed by the Chief Commercial Officer or Allied Services Manager

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Quality Standards, Regulations and Responsibilities:

The Psychologist is responsible for ensuring that the following regulations, standards and codes are complied with:

- The Organisation's Policies and Procedures
- National Standards for Disability Services (NSDS)
- Performance and Quality Framework (PQF)
- NDIS Code of Conduct
- NDIS Practice Standards and Quality Indicators
- The Australian Health Practitioner Regulation Agency Code of Ethics
- The Australian Psychological Society Code of Ethics
- Government authority Contractual requirements
- Government authority Code of Practice and relevant Service Guarantees
- Government authority Complaints Procedures
- The Government authority Agreement and Guidelines
- ISO 9001
- ISO 27001
- Work Health and Safety Act 2012
- Appropriate authority regulations
- Relevant legal, professional and ethical obligations

Qualifications:

- **Essential:** Masters of Psychology or equivalent recognised by the Psychology Board of Australia (AHPRA)
- Maintain full registration with the Psychology Board of Australia (AHPRA)
- A minimum of two years of experience in practicing psychology preferred, but not essential

Key Skills/Attributes:

- Demonstrated ability to build strong relationships with a broad range of key stakeholders
- Highly developed time management and organisational skills
- Highly developed communication skills, written and verbal
- Unwavering commitment to both evidence based and ethical practice
- An impeccable reputation for honesty, trustworthiness, and fiducial integrity
- Computer literate in Microsoft Office, Outlook, internet, and database systems
- An ability to work within a multi-disciplinary team, in collaboration with other health professionals, service providers and the community
- Experience working with disadvantaged Participant groups such as people with disability, from culturally and linguistically diverse backgrounds, drug and alcohol dependency, homelessness, domestic violence and psychological disorders, is desirable.
- Demonstrated commitment to the principles of social justice.
- An ability to work with a high degree of responsibility with limited supervision and direction.
- Demonstrated ability maintain professional boundaries when responding appropriately to Participant and family/carer expectations

Desirable Skills/Attributes:

- Experience in a similar role
- Experience in the Employment Services or similar industry in a case management role working with a wide range of Participants

Additional Requirements:

- National Police Clearance prior to commencing employment
- Working with Children Check according to relevant state legislation
- NDIS Worker Screening Check according to relevant state legislation
- Involvement and participation in Status meetings and functions as required

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- Completed COVID vaccination schedule
- First Aid Certificate preferred, but not essential

Selection Criteria:

- Advanced communication and interpersonal skills
- A commitment to compliance with Organisational policies and procedure
- A commitment to continuous improvement in line with the principle of scientific practice
- A responsible attitude to matters of confidentiality.
- Demonstrated ability to provide evidence-based services for Participants
- Demonstrated commitment to best practice, continuing professional and personal development
- Demonstrated ability to work collaboratively with team members, families, and other key stakeholders
- Clinical experience in the treatment and management of complex mental health issues.
- Demonstrated knowledge of the theory and practice of clinical work within psychology