

Position Description

Psychologist

Why work with us

Every child and young person deserves a great education.

We have a strategy that aims to unlock every child's potential now and into the future, one that in partnership with learners, students, parents and the wider South Australian community will build a world-leading public education system. One that is equitable and prioritises learning and wellbeing.

Together we will make our education system the best it can be.

When our children and young people thrive, so do our communities and our state.

Our values

We are part of the South Australian public sector and share the values of:

 SERVICE	 PROFESSIONALISM	 TRUST	 RESPECT	 COLLABORATION & ENGAGEMENT	 HONESTY & INTEGRITY	 COURAGE & TENACITY	 SUSTAINABILITY
We proudly service the community and the South Australian Government.	We strive for excellence.	We have the confidence in the ability of others.	We value every individual.	We create solutions together.	We act truthfully, consistently, and fairly.	We never give up.	We work to get the best results for current and future generations of South Australians.

About this role

Student Support Services works with schools and preschools to provide support to assist them in meeting the needs of all children. The role requires the incumbent to participate in the implementation of a service model that supports the provision of integrated and targeted services to meet the needs of children and young people with additional needs.

The trend of increasing learner complexity is well documented in the literature. Increasing numbers of children and young people are being identified with complex learning difficulties and disabilities often with co-existing conditions such as autism and attention deficit/hyperactivity disorder. Increasing numbers of children are in schools who have difficulties arising from premature birth, have survived infancy due to advances in medical interventions, have rare neurological disorders and foetal alcohol syndrome.

Behavioural issues are becoming increasingly more challenging and complex with a range of co-morbidity factors (including mental health) that require skills and expertise to identify underlying causes to better address the needs of the children and young people.

The Psychologist is a key member of an inter-disciplinary team and works with children and young people with developmental, cognitive, social, emotional, behavioural and physical difficulties, and exceptional needs



(including giftedness) and their families. The Psychologist works with preschool and school staff, and parents to develop evidence-based psychology interventions that include proactive, targeted and intensive strategies that can be adapted for learning and home contexts. The Psychologist at this level has demonstrated specialisation and expertise in working with children and young people with additional and complex needs and will be required to provide expert professional support and supervision to other Psychologists as well as maintain a professional caseload.

Student Support Services are on a cultural response journey, as such we value and prioritise Aboriginal ways of knowing, doing and being.

Position title	Psychologist
Classification	AHP3
Division	Support and Inclusion
Directorate	Student Support Services
Location	Student Support Services local office, with flexible working arrangements available
Reports to	Senior Psychologist
Direct reports	Nil
Role description date	February 2023

What you will do (key outcomes)

1. Apply comprehensive assessment processes to identify and analyse complex developmental, cognitive, social, emotional, behavioural and physical difficulties, and exceptional needs (including giftedness) at individual, whole site and Partnership levels.
2. Apply advanced professional knowledge and professional judgment in the selection and adaptation of evidence-based interventions in a range of contexts, including the learning environment, specialist learning setting and home setting.
3. Develop and implement multi-levelled interventions that include proactive, targeted and intensive strategies in partnership with preschool and school staff and parents, ensuring high quality support and outcomes for children and students.
4. Provide a broad range of professional, direct and consultative services across a range of service settings at the individual, group, whole site and partnership level.
5. Undertake the complex case coordination and management for learners requiring multiple services within and outside the agency, in collaboration with other team members, ensuring integrated and effective support.
6. Undertake duties as delegated by the Senior Psychologists, including supervision of provisional psychologists, student placements, induction of new staff and professional support of AHP2 psychologists and where appropriate, formal supervision of AHP2 psychologists seeking to obtain an endorsed area of practice.
7. Independently manage and prioritise personal workload by developing workload management plans and efficiency initiatives, ensuring timely and quality service delivery.

8. Proactively seek opportunities to improve work practices and services, by monitoring service access and outcomes, emerging trends and community needs, and contributing to ongoing evaluation and enhancement of services.
9. Seek client feedback on services, respond positively to client complaints and feedback, and as required, contribute to investigations of client complaints, with a view to informing systematic improvements in services.
10. Contribute to discipline-specific and multi-professional research, service development, innovative practices and initiatives, including research participation, data analysis, evaluation of services and development of recommendations to inform management decision making.
11. Consult and liaise with non-government and other government organisations in the provision of services, promoting effective partnerships and coordinated support for children and students.
12. Provide strategic information to the department by the analysis and interpretation of local data on behalf of the Senior Psychologist, contributing to informed decision making and service planning.
13. Work with leaders to ensure culturally inclusive environments to both support improved outcomes for Aboriginal children with additional needs as well as to support the wellbeing and development of Aboriginal colleagues. Seek to better understand Aboriginal cultural perspectives and take steps to weave these into everyday practice.
14. Help to maintain a safe and healthy working environment by proactively reporting incidents, hazards and injuries.

The capabilities you will bring (key competencies)

- Demonstrates advanced knowledge acquired through the attainment of a recognised qualification and applies extensive professional expertise and proficiency- within the context of a school or preschool setting.
- Engages effectively with other professionals to conduct needs-based assessments and develop and implement of evidence-based strategies for facilitating change and growth in children and young people.
- Values and upholds the principles of individual diversity and models this through all interactions. Adapts approaches to accommodate individual differences while upholding service delivery standards and desired outcomes, demonstrating a commitment to inclusivity.
- Thrives in high pressure situations, displaying exceptional effectiveness and maintaining a positive outlook. Effectively managing setbacks, criticism and tension while effectively meeting the diverse service needs of the client group.
- Fosters a collaborative environment by establishing productive relationships with colleagues, staff and stakeholders. Demonstrates confidence in interactions, employing acute listening and questioning skills, enabling effective communication with individuals from diverse cultural and background contexts.
- Takes an active role in the team, by contributing ideas, knowledge and expertise to achieve shared goals. Works collaboratively to achieve team objectives.
- Contributes to a culturally inclusive workplace and is committed to continuing to reflect on and develop own cultural awareness and practices.

- Demonstrates extensive knowledge and commitment to promoting and fostering a safe and inclusive work environment; Demonstrates a commitment to complying with legislative requirements of Equal Opportunity and Work Health and Safety legislation.

Who you will work with (key relationships)	Qualifications
<p>Direct working relationship</p> <ul style="list-style-type: none"> Senior Psychologist <p>Internal Working Relationships</p> <ul style="list-style-type: none"> Support Services Assistant Directors, Team Managers, Psychologists and Senior Psychologists, Speech Pathologists and Senior Speech Pathologists, Occupational Therapists, Social Workers Truancy, Behaviour Support Coaches, Special Educators, Special Educators (Hearing), educators and site leaders in pre-schools and schools, relevant state office personnel <p>External working relationships</p> <ul style="list-style-type: none"> Government and non-government agencies, professional associations and interstate systems/sectors, families and community groups. 	<p>Essential: Current and full registration (general) with the Psychology Board of Australia. Psychology Board of Australia approved supervisor.</p> <p>Desirable: Area of practice endorsement – educational and developmental psychology and/or clinical psychology and/or counselling psychology.</p>

Corporate responsibilities	Special conditions
<p>Keep accurate and complete records</p> <p>Act appropriately in line with the Public Sector Code of Ethics at all times</p> <p>Support diversity and promote an inclusive workplace for everyone</p> <p>Maintain a commitment to Work Health and Safety legislative requirements</p>	<p>You may need a current driver's license and be willing to drive</p> <p>You may be asked to work out of hours</p> <p>You may need to travel within or outside South Australia</p> <p>You need to achieve mutually agreed performance goals</p> <p>You must have a current Working with Children Check</p> <p>You must do Responding to Risks of Harm, Abuse and Neglect – Education and Care training</p> <p>You must be an Australian resident or provide evidence you have a current work permit</p>

<p>Assessed by: Marjan Marzoughi, P&C Advisor</p>		<p>Approved by: Sarah Anstey, Director Student Support Services</p>	
<p>Date: July, 2023</p>		<p>Date: February, 2024</p>	