

# Psychologist

## Department for Child Protection

*Nurturing happy, healthy kids so they can grow up safe and reach their full potential.*

<b>CLASSIFICATION:</b>	<b>AHP2</b>	<b>DIRECTORATE:</b>	<b>Office of Professional Practice</b>
<b>REPORTS TO:</b>	<b>Principal Psychologist</b>	<b>FTE:</b>	<b>1.0</b>
<b>ROLES REPORTING TO THIS ROLE:</b>	<b>NIL</b>		

### ABOUT THIS ROLE:

The Psychologist is a role within the Department for Child Protection (DCP) and is accountable to the Principal Psychologist and Manager for clinical psychological assessment, therapy, intervention programs, and psychological consultation services. The role is also accountable for the development and delivery of psychological training and participation as a member of a specialist team

### YOU WILL BE ADDING VALUE BY:

1. Conduct evidence-based, efficient and independent clinical psychological assessments of clients.
2. Provide detailed psychological reports, participate in panels and case conferences and provide expert testimony to Court, ensuring that parties are well advised regarding the status and needs of the clients.
3. Summarise and interpret previously documented information, clinical interviewing, observe behavioural interactions and administer and interpret standardised psychometric assessment measures.
4. Provide evidence-based, clinically indicated therapeutic interventions.
5. Design, implement, monitor and evaluate therapeutic programs that are culturally appropriate and address the presenting issues, individual factors and unique context of clients.
6. Assist in the development, implementation, monitoring and evaluation of plans to support staff who works with clients who have experienced trauma and/or neglect.
7. Provide guidance and assistance to staff and carers through specialist consultation.
8. Provide a range of clinical consultancy services to DCP staff.
9. Participate in the development and delivery of training to staff, carers and external agencies.
10. Build and maintain strong working relationships and networks.
11. Participate in research and consultation processes that inform policy development
12. Represent Psychological Services in working with departmental and other groups relevant to the work of DCP
13. Understand and follow workplace safety initiatives, identify hazards and contribute to a safe working environment, as well as follow procedures to manage and minimise risks within the agency.
14. Follow the principles of a sustainable working environment by following departmental greening initiatives.
15. Model ethical behaviour and practices consistent with SA Government Code of Ethics for Public Sector Employees and agency stated values.
16. 16. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards and injuries in accordance with DCP policy & procedure, and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.

### WHO YOU WILL WORK WITH:

#### Internal

- Principal Psychologist (line manager)
- Management and staff within Psychological Services and across DCP

#### External

- Other business units within DCP
- Government and non-government organisations

### QUALIFICATIONS

#### Essential:

- Masters Degree in Clinical, Forensic or Health Psychology or equivalent
- Registered under the Health Practitioner Regulation National law to practice as a Psychologist

#### Desirable:

- Psychology Board of Australia endorsement as a Clinical, Forensic or Health Psychologist or willingness to work towards clinical endorsement



## YOUR CAPABILITIES:

- Demonstrated knowledge of child and adolescent development, issues facing children and young people who require care and protection, and the legislative framework surrounding children and adolescents.
- Understanding of the effect of abuse and neglect on children and young people, taking into account the factors that place families at risk (including mental health, substance misuse, family dysfunction and intergenerational abuse).
- Experience in the use of psychological diagnostic techniques and implementation of therapeutic interventions, and working with children and young people and families, including those who may be non-compliant.
- Ability to provide written and oral reports incorporating psychological knowledge and theory to clients, other staff and the Courts.
- Proven ability working with ambiguous information and drawing on previous experience to develop innovative solutions to problems.
- Demonstrated ability to apply culturally sensitive child protection practice for Aboriginal and Torres Strait Islander people, and community from culturally and linguistically diverse backgrounds.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment.

## OUR COLLECTIVE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Understand and follow the requirements of confidentiality within the *Children and Young People (Safety) Act 2017*, and whole of government and DCP policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.
- Actively participate in performance development processes.
- Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.
- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.

## SPECIAL CONDITIONS

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Principal Psychologist.
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.



YOU WILL CONTRIBUTE TO



**OUR VISION** is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



**OUR PURPOSE:** The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



**Leaders in practice excellence**

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



**Closing the Gap**

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



**A child protection system that meets the needs of children and young people**

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



**A thriving workforce**

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



**Active and collaborative partnerships**

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



**Working alongside carers**

We respect and value carers as vital partners in keeping children and young people safe and well.



**Quality services and safeguarding**

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

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