

Position Description

Psychologist, Flexible Services

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 provides high quality and culturally responsive services in partnership with schools and preschools to assist them in meeting the needs of all children. The Flexible Services Response Team, as part of Student Support Services, is committed to providing a range of flexible service delivery approaches inclusive of Fly-In Fly-Out (FIFO), Tele-Practice, External Provider Program and cross-office support. Flexible Services provides essential psychological support to regions where local capacity cannot meet current demand. The team delivers a coordinated service model that includes FIFO or drive in drive out, support to country/regional locations, telepractice, and the engagement of external providers. By utilising telepractice, we remove geographical and physical barriers, ensuring children and students have consistent access to high-quality care regardless of their location.

The Psychologist, Flexible Services 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, Flexible Services 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, Flexible Services 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, Flexible Services
Classification	AHP3
Division	Support and Inclusion
Directorate	Student Support Services
Location	St Mary's with flexible working arrangements available
Reports to	Senior Psychologist
Direct reports	Nil
Role description date	March 2026

What you will do (key outcomes)

1. Apply comprehensive assessment processes to identify and analyse complex developmental, cognitive, social, emotional, behavioural, and physical difficulties, including exceptional needs (such as giftedness), and relate findings to the learning and wellbeing needs in education contexts through a hybrid telepractice and FIFO service model.
2. Independently apply advanced professional knowledge and judgement in the selection, adaptation, and implementation of evidence-based interventions across diverse settings—including learning environments, specialist settings, and home—utilising a hybrid telepractice and FIFO model.
3. Develop and implement multi-levelled interventions that include proactive, targeted, and intensive strategies in partnership with preschool/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 individual, group, whole site, and partnership levels, and undertake complex case coordination and management for learners requiring multiple services, collaborating with team members for integrated support.
5. Undertake delegated duties from the Senior Psychologist, including supervision of provisional psychologists, management of student placements, induction of new staff, and providing professional and, where appropriate, formal supervision of AHP2 psychologists.
6. Manage independently and prioritise personal workload by developing workload management plans and efficiency initiatives, ensuring timely and quality service delivery.
7. Proactively seek opportunities to improve work practices and services by monitoring service access, outcomes, trends, and community needs; gathering and responding to client feedback and complaints; and collaborating with the Senior Psychologist on service evaluations and investigations.
8. Contribute to discipline-specific and multi-professional research, service development, and innovative practices, including research participation, data analysis, service evaluation, and the development of recommendations to inform management decisions.

9. Consult and collaborate with non-government and other government organisations to promote effective partnerships, coordinated support for children and students, and provide strategic information and analysis to inform departmental decision-making and service planning. Work with the team to contribute to support positive culturally inclusive environments. Seek to better understand Aboriginal cultural perspectives and take steps to weave these into everyday practice. .
10. Help to maintain a safe and healthy working environment by proactively reporting incidents, hazards and injuries.

The capabilities you will bring (key competencies)

- **Knowledge:** Demonstrates advanced knowledge acquired through the attainment of a recognised qualification and applies extensive professional expertise and proficiency- working with children, young people and their families.
- **Collaborative Assessment:** Engages effectively with other professionals in needs-based assessments and development and implementation of evidence-based strategies for change and growth in children and young people with demonstrated experience delivering psychoeducational assessments.
- **Values Diversity:** Values individual diversity and models this in all interactions. Adapts approach to suit individual differences whilst not compromising on service delivery or outcomes.
- **Resilience:** Demonstrates resilience and effectiveness under pressure, maintaining a positive outlook while managing complex casework, setbacks, and criticism, and consistently meeting the diverse needs of clients.
- **Communication:** Fosters a collaborative environment by building productive relationships with colleagues, staff, and stakeholders, and demonstrates confidence and effective communication through active listening, perceptiveness, and questioning skills with individuals from diverse backgrounds.
- **Teamwork:** Develops and accomplishes shared goals by taking an active role in the team through contributing ideas, knowledge and expertise. Works collaboratively to achieve team goals.
- **Safe and Inclusive Practice:** Promotes a culturally inclusive workplace and is committed to continuing to reflect on and develop own cultural awareness and practices., and adherence to Equal Opportunity and Work Health and Safety legislation.

Who you will work with (key relationships)	Qualifications
Direct working relationships: • Senior Psychologist, Flexible Services • Team Manager, Statewide Services Internal working relationships: • Support Services Assistant Directors, Team Managers, Discipline Leads, Psychologist and Senior Psychologists, Speech Pathologists and Senior Speech Pathologists, Occupational Therapists, Social Workers and Senior Social Workers, Behaviour Support Educators, Inclusive Educators, Teacher of the Deaf and Hard of Hearing and site leaders in pre-schools,	Highly Desirable: Current and full registration (general) with the Psychology Board of Australia. Psychology Board of Australia approved supervisor. Desirable: Area of practice endorsement – educational and developmental psychology and/or clinical psychology and/or counselling psychology.

schools and relevant state office personnel. External working relationships: • Government and non-government agencies, professional associations and interstate systems/sectors.	
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Corporate responsibilities	Special conditions
Keep accurate and complete records Act appropriately in line with the Public Sector Code of Ethics at all times Support diversity and promote an inclusive workplace for everyone Maintain a commitment to Work Health and Safety legislative requirements	You must have a current driver's license and be willing to drive You may be asked to work out of hours You may need to travel within or outside South Australia You need to achieve mutually agreed performance goals You must have a current Working with Children Check You must do Responding to Risks of Harm, Abuse and Neglect – Education and Care training You must be an Australian resident or provide evidence you have a current work permit

Assessed by: Hannah Matthews, P&C Consultant Date: March, 2026		Approved by: Claire Simmons, Director, Student Support Services Date: March, 2026	
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