

POSITION DESCRIPTION

Position:	Senior Psychologist
Hours:	Full time 38 hours per week
Salary:	SCHADS Award Level 8 Paypoint 1-3 Full Time Base Salary \$106,125.76 to \$110,302.92
Terms of engagement:	As per contract
Location:	Lismore base with travel required time to time
Responsible to:	Executive Director Therapeutic Programs
Qualifications and Skills:	<p>Relevant tertiary qualifications and full registration with the Australian Health Practitioner Regulation Agency (AHPRA)</p> <p>Approved primary supervisor with the Psychology Board of Australia and experience in supervising psychologists. General registration as a psychologist held for at least three years, and successfully completed full training with a Board-approved provider.</p> <p>A minimum of 3 years full time equivalent work experience as a Psychologist.</p> <p>A minimum three years of experience working with children, young people and families using trauma informed frameworks.</p> <p>Skills in clinical service development and evaluation.</p>
Licences:	Essential Requirement Current Australian State or Territory Drivers Licence
Vision:	<i>Inspiring People to Thrive.</i>

Benefits:

- CASPA actively supports staff to have a healthy work life balance
- Free gym membership to support your wellbeing as well as a fully established team of therapists and clinicians for your personal wellbeing support
- Access to internal and external training opportunities and workplace mentoring including you own team clinical supervision sessions every month.
- Great professional development opportunities for those who want career progression
- An Employee Assistance Program, a free and confidential counselling service
- As a not-for-profit organisation, our employees are able to take advantage of salary packaging to receive up to \$15,900 of their salary tax-free, as well as additional meal and entertainment benefits

Advantage Salary Sacrificing – to find out more visit www.salary.com.au

Key Responsibilities:

- The Senior Psychologist will form part of the multidisciplinary clinical service supporting children in OOHC and will provide supervision to the psychologists working across all CASPA Offices.
- Lead the trauma informed assessment and outcome processes and panels for children, young people and families in CASPA's programs and to work within a multidisciplinary clinical team collaboratively with caseworkers and external stakeholders.
- Lead Therapeutic Specialist staff in the development and review of the Therapeutic Support Plan, Safety Plans, Case Plans and Treatment Plans for children and young people
- Conduct assessments and/or secondary consultations for children, young people and families who are referred to the Assessment and Intervention team.
- Conduct and attend case clinicals within the residential programs to support and provide psychoeducation and training to frontline workers.
- Be the innovator in creative skillsets in planning, organising, facilitating and evaluating CASPA's evidence-informed therapeutic programs that are conducive to the specific therapeutic needs of our young people with a strategic vision to implement 100% evidence based practice over the coming years.
- Provide leadership to the overall development of the services provided by CASPA's clinical department
- Provide wellbeing support to staff by referral
- Meet administration, report writing and compliance obligations, adhering to ethical processes and guidelines
- Contribute to a proactive and positive team culture
- Compliance with the WHS Act

DUTY STATEMENT

Position: Senior Psychologist

Your main duties will be:

The Senior Psychologist will form part of the multidisciplinary clinical service supporting children in OOHC and will provide supervision to the psychologists working across all CASPA Offices.

- Maintain your Board-approved supervisor status and complete refresher training at least once every five years. The minimum requirement is the completion of one Board-approved master class.
- Knowledge of learning processes in supervision, including models, theories and methods of supervision and effectively monitor, assess and evaluate competencies of the supervisee on an ongoing basis.
- Facilitating the ongoing development of the supervisee's competencies through a range of interventions including observation, modelling, feedback, micro-skills training and relationship skills training.

Lead the trauma informed assessment and outcome processes and panels for children, young people and families in CASPA's programs and to work within a multidisciplinary clinical team collaboratively with caseworkers and external stakeholders.

- Lead the referral/intake panel as requested
- Conduct assessments of children and young people and families in CASPA's Programs
- Attend Complex Case Review Panels as required and work collaboratively with caseworkers and external stakeholders
- Attend and participate in various meetings as required, (Intake and Assessment Meetings, Clinician Meetings and Mental Health Interagency meetings etc.)

Leadership in the development and review of the Therapeutic Support Plan, Safety Plans, Case Plans and Treatment Plans for children and young people

- Oversee and Develop Therapeutic Support Plans with the care teams of children and young people in CASPA's programs.
- Ensure Plans are submitted to relevant authorisations panels for compliance and oversight.
- Leadership in the development of Safety Plans, Case Plans and Risk Assessments, with Caseworkers, especially if it involves self-harm/suicide ideation and review as needed
- Develop treatment plans and ensure outcomes are being met through diligent data reporting mechanisms and measurements.

Conduct assessments and/or secondary consultations for children, young people and families who are referred to the Assessment and Intervention team.

- Oversee clinical staff that maintain a caseload and conduct individual, dyadic, family and group work sessions with children, young people, parents, carers and families within therapeutic programs
- Form and maintain key therapeutic relationships with children, young people and families
- Contribute to the development, facilitation and evaluation of group work programs
- Complete reports relating to assessments to support intervention and treatment planning.

Conduct and attend case clinicals within the residential programs to support and provide psychoeducation and training to frontline workers.

- Facilitate and oversee meetings with care teams and stakeholders to ensure therapeutic practise and interventions are being implemented by well trained and supported staff and carers.
- Facilitate and deliver training, induction and presentations to staff and carers in areas of expertise across the programs as required.
- Coach the other clinicians in facilitation and training methods to support staff psychoeducation.
- Role model and lead by example with critical reflection practices to embed a culture of such within CASPA.

Supervise and support the Clinical team

- Further develop and implement CASPA's therapeutic model of child and young person support through the support and supervision of the clinical team alongside the second Lead Clinician – Behaviour Support Specialist.
- Provide regular supervision of clinical team staff
- Ensure the clinical team are meeting the requirements of their roles
- Ensure professional development of self and team occurs as required
- Work with the Human Resources team for the on boarding and induction of new staff into the clinical team as it expands especially in relation to the Northern Territory expansion of CASPA Services Ltd.

Contribute to the overall development of the services provided by CASPA's clinical department

- Contribution to the development of policies and procedures and participation in implementation panels as required
- Development, facilitation and evaluation of training in the area of expertise.
- Liaise with stakeholders including Intermediary for the Central Assess Unit
- Support the embedding of Therapeutic Crisis Intervention and CASPA's Therapeutic Framework throughout practice

- Conduct research into evidence based best practice
- Conduct systematic literature searches and reviews
- Conduct and report outcome evaluations

Uphold ethical requirements and practices

- Adhering to ethical processes and guidelines
- Contribute to the development of ethical practice and guidelines

Provide wellbeing support for the whole of organisation as required

- Provide evidence-based support to program staff and families across the programs as required
- Report on specialist interventions as required

Administration, report writing and compliance responsibilities

- Complete all documentation and communications in an accurate, professional and timely manner meeting legislative requirements and CASPA's expectations
- Prepare daily, weekly and monthly reports as required
- General filing, archiving, photocopying, database and file maintenance, collating and distribution of paperwork
- Comply with CASPA's organisational policies and procedures
- Microsoft Word and Excel programs to be utilised for daily administrative tasks

Contribute to a positive team culture

- Attend and positively participate in team meetings, group supervision and training
- Take responsibility for giving and receiving feedback within the team setting
- Uphold team decisions
- Use appropriate forums to discuss differences in work practices
- Utilise team peers to ensure best practice in client service provision
- Relate to other services in a professional manner and work collaboratively in the interests of young people

WHS responsibilities

- Understand, comply and observe the principles of the WHS Act
- Observe safe work practices
- Report hazards and incidents
- Work cooperatively with all staff to maintain a safe and secure environment

Other duties as required by the organisation

Selection Criteria

Essential

- Relevant tertiary qualifications and full registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Approved primary supervisor with the Psychology Board of Australia and experience in supervising psychologists. held general registration as a psychologist for at least three years, and successfully completed full training with a Board-approved provider.
- A minimum of 3 years full time equivalent work experience as a Psychologist.
- A minimum 3 years of experience working with children, young people and families using trauma informed frameworks.
- Skills in clinical service development and evaluation.

Desired

- Experience in facilitating clinical meetings
- Experience in guiding Therapeutic interventions
- Experience in working with children and young people who live in Out-of-Home Care
- Detailed knowledge of the manner in which early childhood trauma affects children and young people
- Detailed knowledge of and practice in implementing multiple evidenced based therapies for children and young people

Working with Checks and Prohibited Employment Declarations are requirements for all child related employment.

I acknowledge that I fully understand the job description above and accept the duties of the position as stated.

Signed: Date:.....

Print Name