

Position Description

Psychologist (supervisor, counsellor, assessor)

Job family	Specialist and Professional Services (SPS)
Workforce capability framework level	SPS 7 & 8
Reporting to	Michelle Button
Directly supervising	Nil
Date prepared	13 September 2016

Position purpose

To ensure Learning Links' psychology services are delivered in way that:

- provides high quality, evidence based therapeutic and assessment services at our service centres and in schools;
- provide high quality supervision services to Learning Links provisional psychologists (if applicable);
- contributes to breaking the cycle of disadvantage for children with learning difficulties; and
- is consistent with and supportive of strategic and operational plans, policies and procedures.

More specifically:

- Actively participate in regular supervision and professional development to support delivery of quality services;
- Conduct a variety of psychology assessments and planning for evidence-based interventions;
- Collaborate with and support school communities through consultation and professional learning;
- Work as part of a multidisciplinary team of Speech Pathologists, Educators and Occupational Therapists;
- Provide great customer service and build positive customer relationships through effective communication; and
- Achieve individual and team KPIs to support Learning Links' strategy for growth.

Document Control

Completed by: Michelle Button	Date: 12/9/16
Reviewed by: S.Montgomery	Date: 28/9/16

Employee sign off and acceptance

I have read, understand, and accept the expectations of the Psychologist role.

Employee:	Signature:	Date:
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The statements within this PD are intended to describe the general nature and level of the work being performed. This is not an exhaustive list of all duties and responsibilities associated with the position. Management reserves the right to amend and change responsibilities to meet business and organisational needs as necessary.

Please print this page only, sign your acceptance, and return this page only to Human Resources at Learning Links

Strategic core requirements

Key responsibility areas	Capability requirements	Key performance measures
Sector and organisation purpose and values (Level 8)	<ul style="list-style-type: none"> Working knowledge of human rights based approaches relevant to Learning Links. Detailed understanding of the role, vision, mission and values of Learning Links and the services offered. Understands the strategic direction under which Learning Links operates. Working knowledge of Learning Links' infrastructure. Aligns with Allied Health sector approaches and values. 	<ul style="list-style-type: none"> Knowledge of mission and strategic priorities of Learning Links. Behaves consistently in line with Learning Links' values, policy and procedure. Applies organisation, sector and industry knowledge to everyday work.
Leadership and teamwork (Level 7)	<ul style="list-style-type: none"> Supports other team members by sharing knowledge, expertise and information. Participates in professional team meetings. Able to work with other teams, schools and/or service providers. Plans and schedules own work. Monitors progress against work plans and required outcomes and takes appropriate corrective action. 	<ul style="list-style-type: none"> Engages in professional and team activities regularly. Achieves individual KPI's, contributing to team performance.
Communication (Level 7)	<ul style="list-style-type: none"> Able to communicate and work effectively with other professionals and disciplines and administrative staff. Has effective listening skills and seeks, provides and shares information in an appropriate and respectful manner. Uses positive engaging techniques and adapts own communication style to needs of other person. Prepares and contributes to individual and team based reports and communications. 	<ul style="list-style-type: none"> Demonstrates productive working relationships with both internal and external customers. Conducts oral and written communications consistent with Learning Links' values and procedures.
Customer relationships (Level 8)	<ul style="list-style-type: none"> Maintains regular communication with both internal and external customers. Uses professional competence to perform relevant professional work supporting customers with problem solving and decision making about their needs and expectations. 	<ul style="list-style-type: none"> Applies Learning Links' policy and procedure correctly on customer matters. Plans, documents and reports regularly on appropriate and agreed customer interaction and relationship activities. Applies problem solving and conflict resolution skills effectively.

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	<ul style="list-style-type: none"> Understands diversity and confidentiality requirements. Works with experienced staff on more sensitive or serious matters. 	<ul style="list-style-type: none"> Seeks advise and support from the Manager where appropriate.
Personal accountability (Level 8)	<ul style="list-style-type: none"> Understands the relevant compliance legislation, quality standards, policies & procedures relevant to the role, and where to find necessary information. Contributes to health, safety and wellbeing and to an effective workplace. Understands the need to appropriately use financial and other resources. Able to market and promote organisation service offerings and work with other agencies and stakeholders. 	<ul style="list-style-type: none"> Complies with safe work practices for self and team members, including adopting a proactive approach to risks and hazard control and minimisation. Uses appropriate judgement in relation to allocation and use of resources. Display reliability and integrity in responding to and liaising with internal and external customers about their needs and requirements.
Innovation (Level 7)	<ul style="list-style-type: none"> Develops understanding of the Learning Links' expertise and market position. Identifies opportunities for innovation. Takes personal responsibility for continuous improvement and quality in own work. Solves most problems in own work and participates in wider problem identification and resolution tasks. 	<ul style="list-style-type: none"> Makes recommendations and assists in the development of new practices based on experience and contact with internal and external customers. Adopt a continuous improvement approach to the delivery of services and programs.
Experience and qualifications (Level 8)	<ul style="list-style-type: none"> A relevant tertiary qualification. Registration with AHPRA (Psychology Board of Australia) Authorised supervisor (if applicable) Undertakes regular professional development to build skills. 	<ul style="list-style-type: none"> Qualification and/or registration achieved. Shows commitment to ongoing professional development.

Functional requirements

Key responsibility areas	Capability requirements	Key performance measures
Person centred knowledge and application (Level 8)	<ul style="list-style-type: none"> Understands the principles and processes of collaborating with individuals to identify needs and goals and of developing appropriate plans. 	<ul style="list-style-type: none"> Observes and follows guidance on clinical practice provided by experienced staff.
Service delivery (Level 8)	<ul style="list-style-type: none"> Delivers services using a professional understanding of specific areas of assessments, evidence-based interventions and wellbeing issues. Reflects on practice and performance; recognises limits of professional competence and seeks guidance and advice as appropriate. 	<ul style="list-style-type: none"> Implements agreed practices and activities consistent with the Learning Links' values and objectives. Achieves good quality and quantity in service delivery consistent with individual and team KPIs. Appropriately escalates issues or situations to the Manager, providing information on status and actions taken.
Service outcomes, development and evaluation (Level 8)	<ul style="list-style-type: none"> Undertakes assessments of the individual outcomes gained and the effectiveness of service delivery. Works under general professional direction in relation to service development, review and evaluation projects involving standard methods and requirements. 	<ul style="list-style-type: none"> Applies agreed outcome measures for children and families at Learning Links in RBA framework. Delivers supervision as per current AHPRA guidelines (if appropriate) Seeks guidance from the Manager when needed on professional and evaluation issues or practices.
Participation and inclusion (Level 8)	<ul style="list-style-type: none"> Communicates with the provisional psychologist, child and family to ensure that progress towards individual goals is regularly reviewed. Supports provisional psychologists, children and families with problem solving and decision making. 	<ul style="list-style-type: none"> Monitors and records progress on meeting the provisional psychologist, child and family's individual goals. Responds to feedback from clients on satisfaction and participation in the establishment and achievement of individual goals.
Community engagement and education (Level 8)	<ul style="list-style-type: none"> Maintains and assists in developing networks with other agencies, professionals and schools. Under guidance, implements local community knowledge sharing, training and coaching activities and plans. 	<ul style="list-style-type: none"> Represents Learning Links professionally when interacting in the community.
Reporting, documentation and administration (Level 8)	<ul style="list-style-type: none"> Carries out reporting, documentation and administration tasks for Psychology. Maintains session notes, plans and required documentation for individual provisional psychologists, children and schools. 	<ul style="list-style-type: none"> Follows Learning Links' procedures in relation to files, data, client information and records. Effectively uses technology required by Learning Links.