

# Principal Psychologist

## Department for Child Protection

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

|                                      |                                           |                     |                                        |
|--------------------------------------|-------------------------------------------|---------------------|----------------------------------------|
| <b>CLASSIFICATION:</b>               | <b>AHP4</b>                               | <b>DIRECTORATE:</b> | <b>Office of Professional Practice</b> |
| <b>REPORTS TO:</b>                   | <b>Manager, Psychological Services</b>    | <b>FTE:</b>         | <b>1.0</b>                             |
| <b>ROLES REPORTING TO THIS ROLE:</b> | <b>AHP1, AHP2, and AHP3 Psychologists</b> |                     |                                        |

### ABOUT THIS ROLE:

The Principal Psychologist is a role within the Department for Child Protection (DCP) and is accountable to the Manager, Psychological Services for leading the development and maintenance of a high performing team of psychologists to achieve service level and organisational objectives. The role is responsible for managing the delivery of high level clinical psychological services to relevant stakeholders and contributing to strategic planning, program management and resources management within Psychological Services and across the agency. The Principal Psychologist will also provide direct clinical psychological services in the areas of assessment, therapy, interventions, consultancy, and training, particularly in relation to cases of exceptional complexity.

### YOU WILL BE ADDING VALUE BY:

1. Work within the Psychological Services Leadership group to develop and maintain high quality and accountable service delivery, through the establishment of a high-performance whole-of service culture and to strengthen and maintain the interface with DCP Executives and Senior Management to align service delivery with the agency's strategic direction.
2. Collaborate with the Senior Clinical Psychologist to provide support and leadership to the team (including providing clinical supervision and line management to AHP1, AHP2 and AHP3 psychologists) and to build a team culture which supports values such as clinical excellence, client focus, professionalism, accountability, and collegiality.
3. Use specialist child protection knowledge and an evidence-based understanding of the technical aspects of psychological assessment, therapy, interventions and evaluation to support the development of psychologists' clinical skills, to the highest standard, and work collaboratively with DCP staff and external agencies to improve outcomes for clients with diverse needs, including clients from a range of cultural backgrounds.
4. Provide specialist advice and consultancy to DCP staff, in particular with respect to the management of difficult, contentious and complex cases and where necessary, undertake or co-work assessments.
5. Build and maintain strong working relationships and networks both within and external to DCP to ensure effective, client-focused service delivery and participate in working parties and interagency committees and represent the agency in order to provide a psychological perspective on contemporary child protection matters.
6. Be aware of Aboriginal cultural practices and/or differences and seek cultural consultation to promote inclusive practice.
7. Take action and provide services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.
8. 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

- Manager, Psychological Services (direct Line Manager)
- Psychological Services Leadership Group
- Regional Directors, Principal Social Workers, Principal Aboriginal Consultants and other Regional Directorate staff
- Director, Quality and Practice • Psychological Service unit staff
- Manager, Supervisors and employees in DCP Offices and Residential Care facilities

#### External

- Government and non-government organisations, including Universities and students

### QUALIFICATIONS

#### Essential:

- Master of Clinical, Forensic or Health Psychology degree or equivalent
- Psychology Board of Australia endorsement as a Clinical, Forensic or Health Psychologist or willingness to work towards clinical endorsement
- Registered under the Health Practitioner Regulation National law to practice as a Psychologist
- Recognised by the Australian Health Practitioner Regulation Agency as a Board Approved Supervisor or willingness to work towards this



## YOUR CAPABILITIES:

- High level interpersonal skills and experience in providing oral and written opinions and/or reports incorporating psychological knowledge and theory to clients, staff and the Courts. Demonstrated experience providing clinical leadership including clinical supervision and line management.
- Knowledge and experience in assessment techniques and in planning, developing, implementing and evaluating therapeutic interventions aimed at meeting the needs of clients. Demonstrated sound knowledge of attachment theory, the effects of abuse and neglect on children and young people, neurobiology, child development, psychological disorders and interventions, and clinical and forensic assessment techniques, such as clinical interviewing, observation and psychometric testing.
- Demonstrated experience in advanced case conceptualization and clinical reasoning.
- Demonstrated ability to apply culturally sensitive child protection practice for Aboriginal and Torres Strait Islander people, and community from culturally and linguistically diverse backgrounds.
- Demonstrate 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 Manager, Psychological Services.
- 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.

CERTIFIED CORRECT



Government of South Australia  
Department for Child Protection