

Role Description

Senior Advisor, Psychology

Inclusion and Diversity

We all have a role in making our workplace one that embraces and values diverse backgrounds, perspectives and life experiences, creating a workplace where [we all belong](#).

Reasonable adjustments may be discussed with your manager, approved and documented to support and promote human rights and diversity across the workforce.



Job Evaluation No.	21511	Content Manager No.	21/366604
Work Unit	Nominated Region Early Childhood and State Schools Division		
Location	Various locations throughout the State		
Classification	HP5 Department of Education Certified Agreement 2022, Queensland Public Service Officers and Other Employees Award – State 2015 38 hour week		

Your employer

The Department of Education (DoE) is committed to giving all children a great start, engaging young people in learning, creating safe and inclusive workplaces and investing in communities for a stronger Queensland. Our human rights commitment is to create a stronger, fairer Queensland by respecting, protecting and promoting human rights in everything we do. Our objectives are: A great start for all children, Every student succeeding, Building Queensland communities, Safe and capable people delivering our vision, Fair and safe workplaces and communities. Our vision is one of equity and excellence in a progressive, high performing education system that realises the potential of every student.

For more information about the department, please visit our website at www.qed.qld.gov.au

Your opportunity

As the Senior Advisor, Psychology, you will:

- Provide strategic advice on policy development and implementation and resourcing related to psychology services.
- Significantly contribute to the development of statewide programs, policies, operational standards and procedures to support psychology services across the state.

The Senior Advisor, Psychology reports to the Senior Officer in the region as determined by the Regional Director.

Your role

Appointments in the public sector are merit-based and will be assessed by looking at what you have done previously—the knowledge, skills and experience you have built, your potential for development, and your personal qualities.

Responsibilities include:

- Provide leadership and clinical and professional supervision to psychologists at a regional level, in collaboration with regional and school management, to promote the delivery of safe, effective, high quality services.
- Direct and support psychologists, senior psychologists and school management teams in assessing psychology requirements and identifying appropriate responses and interventions to support the mental health and wellbeing of students.
- Provide high level expert advice to inform strategic decision making in the development of policies, systems and practices related to the delivery and continuous improvement of psychology services within the region.
- Provide strategic advice to the Director, Student Wellbeing, State Schools - Operations, to inform strategic decision making on statewide psychology service provision which enables the achievement of the department's Strategic Plan.



- Oversee the research, development, implementation and evaluation of validated clinical practices, policies and protocols relating to the practice of psychology across the region.
- Monitor and report on performance across psychology services within the region, and collaborate with the Director, Student Wellbeing, State Schools - Operations to develop processes for, and monitor and report on, performance across the state.
- Provide expert advice on, and lead aspects of research, development, maintenance, review and implementation of operations standards, procedures and programs to support psychology services across the state.
- Plan and provide clinical supervision to psychologists.
- Identify professional development needs and proactively plan, implement and evaluate clinical supervision, training and development initiatives for psychologists and senior psychologists across the region.
- Provide expert advice, as a member of the regional management team, on the strategic direction and service priorities for regional psychology services and contribute to the strategic direction and priorities for state psychology services.
- Collaborate with the Regional Director, senior regional officers and leadership teams in schools to interpret data and determine needs-based resourcing and models for delivery of psychology services.
- Promote system wide psychology services, processes and resources to support students' mental health and wellbeing and lead teams and projects as required to achieve the department's Strategic Plan.
- Maintain effective communication and collaboration networks with state schools within the region and with other regions, and with other relevant agencies and stakeholders such as other government departments and relevant professional bodies to achieve positive educational outcomes for all students.
- Respond to complex service complaints in collaboration with senior psychologists, regional managers and school principals.
- Collaborate with Senior Guidance Officers and other senior regional officers to identify and respond to common issues impacting the delivery of psychological services in education.
- Prepare and present significant papers and reports relating to the department's psychology services internally and in external forums as required.
- Represent the department on committees and associations, and in negotiations at a variety of forums on issues relating to psychology services, including with interdepartmental committees, service providers, professional associations, educational and tertiary institutions and community representatives.

Other responsibilities (as required)

- Other suitable duties, consistent with the duties and responsibilities of the position as directed by the supervisor or nominated delegate.

A mandatory requirement of this role is:

- Appointment to this position requires proof of qualification in Psychology and general registration with AHPRA, or if a new graduate, must hold provisional registration with AHPRA with a supervision plan approved by the Psychology Board of Australia prior to the commencement of employment.
- In accordance with the [Working with Children \(Risk Management and Screening\) Act 2000](#), registered health practitioners working within their professional capacity must hold valid registration with the Australian Health Practitioner Regulation Agency at all times during their employment for the purpose of satisfying the exemption requirements of the Act.

Competencies – How you may be assessed

[Leadership Competencies for Queensland](#) describes what highly effective, everyday leadership looks like in the public sector. In simple, action-oriented language, it provides a common understanding of the foundations for success across all of our roles within the department.

Vision:

- Leads strategically – thinks critically and acts on the broader purpose of the system.
- Stimulates ideas and innovation – gathers insights and embraces new ideas and innovation to inform future practice.
- Leads change in complex environments – embraces change and leads with focus and optimism in an environment of complexity and ambiguity.
- Makes insightful decisions – makes considered, ethical and courageous decisions based on insight into the broader context.

Results:

- Develops and mobilises talent – strengthens and mobilises the unique talents and capabilities of the workforce
- Builds enduring relationships – builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.
- Inspires others – inspires others by driving clarity, engagement and a sense of purpose.
- Drives accountability and outcomes – demonstrates accountability for the execution and quality of results through professionalism persistence and transparency.

Accountability:

- Fosters healthy and inclusive workplaces – fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritised.
- Pursues continuous growth – pursues opportunities for growth through agile learning and development of self-awareness.
- Demonstrates sound governance – maintains a high standard of practice through governance and risk management.

Additional information

- This role description works in conjunction with the Candidate Information Package.