



POSITION DESCRIPTION

Position Title	Senior Psychologist
Reports to (Title)	Head of Allied Health (Mental Health)
Group Director/ Chief	Chief of Mental Health and Cabrini Outreach
Department	Mental Health - Allied Health
Position Location	Cabrini Elsternwick – Hopetoun Street
Award/Agreement	Psychologist Grade 3
Delegation of Authority Level	

Position Summary & Role Purpose

Cabrini Women's Mental Health is seeking a compassionate, experienced, and qualified Psychologist (Clinical, Neuro, or Educational) to join our multidisciplinary team. The successful candidate will specialise in the assessment and diagnosis of Autism Spectrum Disorder (ASD) and Attention Deficit Hyperactivity Disorder (ADHD). Training in specific assessments such as ADOS - 2 and DIVA-5 is desired.

With the support of a recent grant, this role includes taking on a leadership portfolio focused on establishing an assessment centre for adult women with neurodiversity. In addition to leading this initiative, the role involves conducting assessments, providing group and individual therapy, and working both independently and collaboratively within our community programs.

The Psychologist will engage in professional clinical leadership through comprehensive assessment and mental health intervention, aiming to enhance the recovery and social functioning of clients. Your expertise in your clinical field will be highly valued, contributing to the overall diversity and innovation of our multidisciplinary team. This role is ideal for someone who is adaptable and eager to work in a progressive and evolving service.

The Psychologist furthers the Cabrini mission, values and vision as well as demonstrating the values of compassion, integrity, courage, and respect.

Key Result Areas

1. Key Responsibilities, Outcomes and Activities

1.1 Leadership and Management

- Lead the initiative to establish an assessment centre for adult women with neurodiversity, including planning, developing, and implementing operational procedures and best practices.
- Collaborate with multidisciplinary team members to ensure the centre's services are integrated into the broader community mental health programs.
- Works competently within their scope of practice to deliver safe, evidence-based, trauma-informed care to achieve optimal health outcomes.
- Collaborates with a multidisciplinary team of professionals, including registered nurses, psychiatrists, social workers, psychologists, occupational therapists, and exercise physiologists.

- Assumes accountability and responsibility for their own actions and decisions while practicing within the scope of their registration.
- Mentor and support junior staff and trainees, fostering a collaborative learning environment.

1.2 Operational Responsibilities

- Perform comprehensive assessments using standardized tools such as ADOS-2 (Autism Diagnostic Observation Schedule, Second Edition) for adults and DIVA-5 (Diagnostic Interview for ADHD in Adults).
- Maintain proficiency in administering, scoring, and interpreting various psychological assessments specific to ASD and ADHD.
- Develop detailed diagnostic reports and provide feedback to clients and their families or support networks.
- Provide evidence-based therapeutic interventions, both individual and group therapy, tailored to the needs of women with ASD and ADHD.
- Facilitate therapeutic groups independently and collaboratively, focused on managing symptoms, building coping strategies, and enhancing daily functioning for clients with neurodiversity.
- Monitor and evaluate the progress of clients, adjusting therapeutic approaches as necessary to ensure optimal outcomes.
- Liaise with external agencies, healthcare providers, and community services to ensure comprehensive care and support for clients.
- Communicate effectively with clients, families, and other stakeholders, demonstrating empathy, clarity, and professionalism.
- Stay informed about the latest research, trends, and best practices in the assessment and treatment of ASD and ADHD.
- Participate in quality improvement initiatives and research activities to enhance service delivery and client outcomes.
- Develops systems and processes, inclusive of policies and procedures and clinical practice guidelines which support the standardisation of clinical services in their area of expertise.

1.3 Resource Management

- Adherence to the Cabrini codes of professional conduct, code of ethics, standards of practice and competencies, Mission, Values and Vision, and the Behaviours that Matter.
- Demonstrates positive role modelling, mentorship for all members of the interdisciplinary team in line with Cabrini's policy and protocols.
- Participate in related committees, working parties and research projects that are related to mental health.
- Maintain accurate, confidential, and timely clinical documentation and records in line with organizational and regulatory requirements.

1.4 Contributes to the achievement of professional expertise for self and direct reports through:

- Participate in ongoing professional development, training, and supervision to maintain best practices and enhance clinical skills.
- Personal application of the Cabrini performance management framework.
- Identifies learning opportunities within the speciality and works with other clinicians to implement learning programs accordingly.
- Identifying, encouraging, and monitoring the continuing development of others within a learning culture. Evaluates programs and redefines clinical practice in line with best practice guidelines.

- Assist in building a positive team culture.

2. **Work Health and Safety**

Cabrini is committed to providing facilities and services which minimise the risk of physical and psychosocial harm to our workforce, patients, residents, clients, and visitors, as far as is reasonably practicable.

To achieve this, managers are required to implement, in consultation with their employees, the components of Cabrini's work health and safety management systems (the collection of policies, procedures, guidelines, other related documents and resources) to control the hazards that their employees, and any other person exposed to the work they do, may face. The WHS (Work Health and Safety) management system enshrines a risk management approach to managing hazards. For any hazards not explicitly covered in the WHS management system, managers are required to assess and control hazards as outlined in the WHS Risk Management Procedure.

Employees are responsible to work in a way that protects their own health and safety and that of others who may be affected by their actions. This includes following the policies and procedures from the WHS management system that apply to their work, any local processes, and instructions from their manager regarding how work is to be performed. Employees are responsible to report hazards, incidents, and injuries to their manager.

The Cabrini WHS Department facilitate the ongoing development and review of the WHS management system, build the capability of managers to assess and manage wellbeing, hazards, incidents, and injuries and provide advice and support in the management of these areas.

The Cabrini Work Health and Safety Responsibilities Procedure defines the responsibilities of employees at all levels of the organisation – Chief Executive; Group Directors; General Managers; Managers; those with specified work health and safety responsibilities; and all other employees. Please refer to the procedure for more details of the responsibilities associated with your role.

3. **Safety and Quality**

It is the responsibility of all staff at Cabrini to ensure that they provide safe high-quality care to our patients, residents, and service users. Safe care means accepting individual and shared responsibility as well as compliance with the Cabrini policies and protocols by all staff.

4. **Child Safety**

Cabrini complies with the Victorian Child Safe Standards 2015 and the National Catholic Safeguarding Standards. All children who come to Cabrini have a right to feel and be safe. Cabrini policies and practices aim to keep children safe from harm. All Cabrini staff must comply with all policies including the following:

- Child safe organisational framework
- Mandatory reporting of suspected child abuse

Organisational Relationships

- Reports directly to the Head of Allied Health (Mental Health)
- Maintains a close collaborative working relationship with the broader Women's Mental Health team and Chief of Mental Health and Cabrini Outreach

Committee Membership

The Psychologist will participate as a member of the following committees:

- Relevant external committees as a representative of Cabrini

- As directed by the Chief of Mental Health and Cabrini Outreach

Staff Development

The Psychologist will demonstrate a commitment to personal and professional development of self and staff by:

- Participating in professional development programs
- Maintaining own skills and knowledge
- Remaining up to date with contemporary human resources practices
- Contributing to the Cabrini professional development program as required
- Participating in performance reviews in accordance with Cabrini policy

Key Competencies

The Mental Health Clinician must demonstrate the following requirements:

ESSENTIAL

Registration

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Educational or Clinical Neuropsychologist with the Psychology Board of Australia.

Knowledge and Experience

- Minimum of 5 years of experience in mental health, preferably within a similar role.
- Proven ability to work effectively within a multidisciplinary team and independently.
- Demonstrated ability to provide specialist assessments and interventions for consumers individually, in groups and/or post graduate experience.
- Sound theoretical knowledge of mental health assessment and interventions.
- Demonstrated excellent interpersonal and communication skills (written and verbal) and proven ability to liaise, negotiate and communicate with staff, including the multi-disciplinary team, community agencies and the wider service system.
- Sound planning and organisational skills.
- Commitment to on-going education and self-directed learning.
- Commitment to and understanding of continuous quality improvement.

DESIRABLE:

- Training in specific assessments such as ADOS-2 and DIVA-5.
- Experience facilitating therapeutic groups.
- Board-approved supervisor

Conditions of Employment

Salary and conditions in accordance with the Cabrini Contract of Employment / Employment Agreement

Cabrini Mission, Values and Behaviours that Matter

Our mission

WHO WE ARE

We are a Catholic healthcare service inspired by the spirit and vision of Mother Cabrini and the Missionary Sisters of the Sacred Heart of Jesus.

WHAT WE BELIEVE

We are a community of care, reaching out with compassion, integrity, courage, and respect to all we serve.

WHAT WE DO

We provide excellence in all our services and work to identify and meet unmet need.

Our values

Our values form the base of our mission, are built around what we believe and drive how we act. They are drawn from Mother Cabrini's life and reflect her heart, her spirit, her conviction, and her approach.

Compassion

Our drive to care is not just a professional duty to provide excellent quality care but is born of a heartfelt compassion for those in need, motivated by God's love for all people.

- We care deeply about each and every person we serve
- We respond willingly and positively to help meet the needs of those around us
- We put people first as we look to provide extra support and care, beyond our professional duties
- We promote a sense of belonging and community.

Integrity

We believe in the power of hope to transform people's lives and remain faithful to the bold healing mission and legacy of Mother Cabrini.

- We remain true to our beliefs at all times – our mission and values are non-negotiable
- We are welcoming, hospitable and find comfort and motivation in the context of God's all-inclusive love
- We look for the good in each other and recognise each person's contribution as we work together to provide the best possible experience for our patients, residents, and their families
- We are honest and reliable, making decisions that are consistent with our mission and taking responsibility for our own actions.

Courage

We have the strength, determination, vision, and conviction to continue the work of Mother Cabrini and the Missionary Sisters.

- We care for the whole person – spiritually, physically, and emotionally – creating an environment of hope and healing
- We rise to challenges and opportunities, meeting them with an open mind and a positive attitude
- We maintain the courage of our convictions and express our values through our actions
- We continually look beyond our current services to help support and engage with those who are marginalised.

Respect

We believe that every person is worthy of the utmost respect and the best possible healthcare. We know that our resources are entrusted to us to use for the benefit of others.

- We uphold the worth and dignity of all people, regardless of gender, race, age, ability, and social position and treat them with courtesy, respect, equality, and justice
- We respect ourselves, our colleagues, and the excellence of the services we deliver
- We identify and respond to emerging healthcare needs in our community
- We manage our resources wisely and actively seek to minimise our impact on the environment.

Behaviours that matter

Our values are displayed in the way in which we behave in every interaction – with each other, with our patients and residents, with their families and carers, and with visitors and other customers.

The behaviours that matter have been identified through consultation with staff. They are the minimum standard expected for all who work at Cabrini (employees, volunteers, and accredited staff). They describe the organisational culture that we think is fundamental to our mission to "provide excellence in all of our services."

Unacceptable behaviours have also been identified and described as follows. These behaviours are inconsistent with our values, have a detrimental effect on others and prevent us from achieving our mission and quality goals. If you experience or witness these behaviours, please speak up. If you are unable to address the issue yourself, advise your manager, another senior member of staff or People and Culture.

We are committed to safety and quality:

Behaviours that matter	Unacceptable behaviours
We put patient/resident safety first	We are careless, impulsive or take unnecessary risks that may cause harm to patients/residents
We ask questions to understand the problem	We jump to conclusions and look for someone to blame
We admit when we make a mistake and seek a solution	We try to cover up or make excuses for mistakes
We look for opportunities to improve our care and services	We resist or sabotage change
We speak up when we see behaviour that is inconsistent with our values	We encourage or participate in poor behaviour

We are here to provide service:

Behaviours that matter	Unacceptable behaviours
We greet everyone warmly	We are rude or discourteous
We are always kind and caring	We are arrogant or demeaning
We give our full attention to the person speaking to us	We are distracted, impatient or dismissive
We communicate openly, sensitively and in a timely manner	We are dominating, abrupt or sarcastic

We work together to achieve the best outcome:

Behaviours that matter	Unacceptable behaviours
We are quick to offer help without waiting to be asked	We refuse to help even when it is clearly required
We share information readily to promote the best care and services	We withhold information or are competitive to the detriment of others
We do as we say we will	We are unreliable or inconsistent
We encourage and support each other	We berate or humiliate others
We give praise for a job well done	We are excessively critical or devalue the contributions of others

We exhibit a positive attitude:

Behaviours that matter	Unacceptable behaviours
We approach our day with energy and enthusiasm	We are negative or apathetic
We look for the best in people	We are judgemental and put others down
We take pride in our personal appearance	We look dishevelled, dirty, or have offensive personal odour

We want to build a just and sustainable community:

Behaviours that matter	Unacceptable behaviours
We treat each other fairly	We are hostile or abuse our power
We use our resources responsibly	We are wasteful or extravagant
We consider the environmental impact of all we do	We are thoughtless or careless

APPROVAL

The above statements are intended to describe the general nature and level of work being performed by the incumbent of this role. This document may be revised or updated at any time in line with role, and/or organisational changes. Any such changes will be communicated with the appointed person.

I certify that this position description is an accurate description of the responsibilities assigned to the role

A handwritten signature in blue ink, appearing to read 'David', is enclosed in a thin black rectangular box.

Authorised:
Chief of mental Health and Cabrini Outreach

27 August 2024