



ROLE DESCRIPTION ORGANISATIONAL PSYCHOLOGIST

Cluster	Stronger Communities
Directorate Business Unit	People & Strategy Health & Safety Health Management
Role Number	TBC
Band	RFS Level 10/11
ANZSCO Code	272399
PCAT Code	1224592
Website	www.rfs.nsw.gov.au

About Us

The NSW Rural Fire Service (NSW RFS) protects the community and our environment by minimising the impact of fire and other emergencies. Our shared vision is to provide a world standard of excellence in the provision of a volunteer-based community fire and emergency service.

The NSW RFS is established under the *Rural Fires Act 1997* and is responsible for preventing and suppressing fires in rural fire districts, as well as being the lead agency for bush fire-fighting across the State. The agency also operates under the *State Emergency and Rescue Management Act 1989*. For over 100 years the NSW RFS has been a significant part of the history and landscape of NSW and is widely acknowledged as the largest volunteer fire service in the world.

Fighting fires and protecting the community from emergencies is the most visible aspect of the NSW RFS. The Service also has many responsibilities as the lead agency for bush fire management and mitigation in NSW. Working closely with other agencies, the NSW RFS responds to a range of emergencies including structure fires, motor vehicle accidents and storms that occur within rural fire districts.

Role Purpose

Reduce the risk of psychological and physical harm in our workplace, through the development and implementation of evidence-based strategic programs that improve member wellbeing and positively contribute to organisational health and safety performance.

This role works as part of a multi-disciplinary team, and in partnership with the Occupational Health Specialist, to ensure a holistic approach to member wellbeing programs.

Key Accountabilities

1. Apply psychological principles and behavioural insights to develop and implement organisational programs that help protect, promote and support better mental health for NSW RFS members.
2. Provide expert advice in the development of organisational policies and practices to ensure effective psychological services, rehabilitation and health management, and health promotion.
3. Develop, implement and maintain an evidence- and risk-based approach to the assessment and monitoring of workforce fitness for duty, to assist in early detection and management interventions.
4. Provide specialist advice to NSW RFS leaders and managers to help them better manage occupational health risks and build resilience.
5. Support the design and development of education and training programs for members and leaders on preventing and managing mental health issues.
6. Work collaboratively as a member of a multidisciplinary team to help create a constructive and safe work environment for member mental health and wellbeing.
7. Monitor and research local, national and international practices and trends in mental health practice, to identify emerging issues and predictive work behaviours, and enact program and policy advancement.
8. Monitor, review and evaluate NSW RFS health and wellbeing programs to determine efficacy and use evidence-based research and data to inform insights and quality improvement.
9. Engage in clinical supervision and meet any legislative requirements as mandated by the relevant professional registration boards, allied health boards and professional associations.

Essential Requirements

- › Minimum four-year accredited sequence of study (postgraduate degree) in Psychology
- › General Registration with the Psychology Board of Australia (AHPRA) with a minimum of three years post registration experience
- › Highly developed expertise in Organisational Psychology
- › Obtain and maintain requisite security clearances for the role
- › Current Driver Licence and the ability to travel

Key Knowledge and Experience

- › Genuine appreciation and understanding of a volunteer-based community service
- › Area of practice endorsement (AoPE) in Organisational Psychology with the Psychology Board of Australia (AHPRA)
- › Thorough understanding of current challenges in mental health practice and wellbeing management
- › Applied experience in implementing programs to support better member mental health and wellbeing outcomes

Role Dimensions

Decision Making

Provision of organisational psychology advice and support in a complex, safety critical environment across a geographically dispersed, large-scale workforce:

- › Independence and autonomy to manage work within broad framework set by the Manager
- › Applies judgement and provides direction in difficult circumstances

Reporting Line

Manager Health Management

Direct Reports





Nil

Key Relationships

Who	Why
Internal	
<ul style="list-style-type: none">› Manager and team members	<ul style="list-style-type: none">› Work in close collaboration to ensure the seamless delivery of services and be responsive to organisational health and safety risks› Partner with Occupational Health Specialist to ensure organisational programs are coalesced for best outcomes
<ul style="list-style-type: none">› NSW RFS Management	<ul style="list-style-type: none">› Effective working relationships to collaboratively create a constructive and safe environment where members can be at their best› Establish and maintain an inter-unit 'teams based' approach to build capacity and ensure consistent service provision
<ul style="list-style-type: none">› NSW RFS Members	<ul style="list-style-type: none">› Develop and maintain effective working relationships and open channels of communication to effectively contribute to better outcomes for our members and the community
External	
<ul style="list-style-type: none">› Universities and other external research groups	<ul style="list-style-type: none">› Work with specific research units to maintain relevant knowledge and evaluation of organisational psychology programs and practices, particularly within the emergency sectors sector
<ul style="list-style-type: none">› Other emergency services groups and professional bodies	<ul style="list-style-type: none">› Work collaboratively to develop and communicate relevant research and practice outcomes› Represent NSW RFS on relevant committees and working groups

Capabilities for the Role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. **Focus capabilities** are considered the most important for effective performance of the role.

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	Adept
	Value Diversity and Inclusion	Adept
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Adept
 Results	Deliver Results	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Adept