



RFS

SENIOR PSYCHOLOGIST

ROLE DESCRIPTION

Cluster	Stronger Communities
Directorate Business Unit	People & Strategy Mental Health Services
Role Number	Various
Grade	Senior Psychologist
ANZSCO Code PCAT Code	272311 1119192
Date of Approval	11 April 2024
Role Description Reference No.	RD PSY01
Website	www.rfs.nsw.gov.au

About Us

The Rural Fire Service (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 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 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 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 RFS responds to a range of emergencies including structure fires, motor vehicle accidents and storms that occur within rural fire districts.

Leadership Commitment

- Value and recognise the contribution of our people
- Create an environment where people can be at their best
- Work together to deliver the best community outcomes

- Be responsive and hold ourselves and each other to account
- Appreciate our different backgrounds and experiences make us greater

Role Purpose

Enhance member wellbeing and reduce the risk of psychological harm in our workplace, through the provision of consistent quality and accessible clinical services that help protect, promote and support better mental health.

This area-based role works under the professional supervision of the Manager Mental Health Services and supports the Area and District leaders to assist them in creating a constructive and safe work environment that promotes and supports member mental health and wellbeing. The Senior Psychologist has supervisory responsibility for the Psychologist in their Area.

Key Accountabilities

1. Provide confidential and proficient psychological services to RFS members, including complex clinical assessment and intervention, and pathway to care referral options for mental health and supplementary support services.
2. Provide Psychological First-Aid (PFA) services in accordance with Service-wide policy to effectively support members exposed to work-related traumatic incidents.
3. Work collaboratively with the Peer Support Officer (PSO) Program, including the selection of Peer Support Officers, to support members experiencing workplace and other stressors.
4. Maintain accurate and confidential clinical records in client information record management systems, effectively administer psychological services, support early detection and risk-based decision making, and inform proactive mental health programs.
5. Provide high-level complex mental health risk management advice to Areas and District leaders in accordance with confidentiality and duty of care obligations.
6. Provide expert advice and support in the design, development, delivery and quality improvement of Service-wide psychological services and mental health programs.
7. Develop and deliver psychoeducation and training to members and leaders on preventing and managing mental health issues.
8. Work collaboratively as a part of a team of psychologists and as a member of a multidisciplinary team to ensure consistent and effective professional service provision.
9. Maintain updated knowledge of relevant research and evaluation of psychological programs and instruments, particularly as it relates to the emergency services sector, to better inform evidence-based practices and service provision.
10. Engage in and provide clinical supervision and meet any legislative requirements as mandated by the relevant professional registration body, including identifying professional/clinical matters for discussion with supervisees.

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 a relevant area of psychology
- Board-approved supervisor with AHPRA or commitment to successful completion of competency-based supervisor training with a Board-approved provider
- Participation in a rotating after-hours on-call roster
- Obtain and maintain requisite security clearances for the role

- A current Driver Licence and the willingness and ability to travel
- During periods of major fire activity, the incumbent may be required to support operational management activities consistent with their skills and background

Key Knowledge and Experience

- Demonstrated ability in complex clinical assessment, case formulation and intervention
- Demonstrated ability in the development, evaluation, and quality improvement of trauma-informed psychological assessment, treatment and intervention programs
- Genuine appreciation and understanding of a volunteer-based community service

Role Dimensions

Decision Making

Provision of professional psychological services in a complex, safety critical environment across a geographically dispersed, large-scale workforce:

- Exercising independent clinical judgement
- Complex psychological assessment, case formulation and intervention
- Risk-based decision making support
- Preserving sensitivities and discretion within broader organisational duty of care obligations

Reporting Line

The role reports to the Manager Mental Health Services.

Direct Reports

The role has one (1) direct report.

Budget/Expenditure

Nil

Key Relationships – Internal


Who	Why
Manager and team members	<ul style="list-style-type: none">– Work in close collaboration with the manager and the rest of the multidisciplinary team to ensure the seamless delivery of mental health services and be responsive to organisational health and safety risks
Area Commander and District Managers	<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
All RFS Members	<ul style="list-style-type: none">– Collaborate with and provide authoritative and expert risk-based clinical advice and interventions– Develop and maintain effective working relationships and open channels of communication to effectively contribute to better outcomes for our members and the community

Key Relationships – External

Who	Why
Universities and other external research groups	<ul style="list-style-type: none">– Work with specific research units to maintain relevant knowledge and evaluation of psychological programs and instruments
Other emergency services groups and professional bodies	<ul style="list-style-type: none">– Work collaboratively to develop and communicate relevant research and practice outcomes

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	Intermediate
	Value Diversity and Inclusion	Intermediate
 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	Intermediate
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Adept
 People Management	Manage and Develop People	Adept
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Intermediate

For further information regarding this role description, please contact the Recruitment Team or email Recruitment@rfs.nsw.gov.au.

