



NSW RURAL FIRE SERVICE

## ROLE DESCRIPTION SENIOR PSYCHOLOGIST

Cluster	Stronger Communities
Directorate   Business Unit	People & Strategy   Health & Safety   Mental Health Services
Role Number	TBC
Band	Psychologist <sup>1</sup>
ANZSCO Code	272311
PCAT Code	1119192
Website	<a href="http://www.rfs.nsw.gov.au">www.rfs.nsw.gov.au</a>

### 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

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

This role is area-based and supports the Area Commander and District Managers to assist them in creating a constructive and safe work environment for member mental health and wellbeing.

<sup>1</sup> This role description is to be read in conjunction with the relevant conditions, characteristics and criteria included in the [Crown Employees \(Psychologists\) Award C9055](#) of 24 October 2019 (or any replacement Award)

### **Key Accountabilities**

1. Provide professional, confidential, evidence-based psychological services to NSW RFS members, including monitoring and assessment, short-term counselling, and pathway to care referral options for mental health and supplementary support services.
2. Provide Critical Incident Stress Management (CISM) and Psychological First-Aid (PFA) services in accordance with Service-wide policy to effectively support members exposed to work-related traumatic incidents.
3. Manage the Area Peer Support Officer (PSO) Program, including the selection, training and development, professional supervision and support of Peer Support Officers to support members experiencing workplace and other stressors.
4. Preserve accurate and confidential case management information and maintain records systems to effectively administer psychological services, support early detection and risk-based decision making, and inform proactive mental health programs
5. Provide professional mental health risk management advice to Area Commander and District Managers, relating to the assessment and monitoring, treatment interventions, and workplace rehabilitation of members and workgroups.
6. Provide expert advice and support in the design, development, delivery and quality improvement of Service-wide psychological services and mental health programs.
7. Provide education 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 service sector, to better inform evidence-based practices and service provision.
10. Engage in clinical supervision and meet any legislative requirements as mandated by the relevant professional registration boards, allied health boards and professional associations, 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 (full training) with a Board-approved provider
- › 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) with the Psychology Board of Australia (AHPRA)
- › Demonstrated ability in complex assessment, case formulation and intervention
- › Demonstrated ability in the development, evaluation, and quality improvement of organisational psychological assessment, treatment and intervention programs

## 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

Manager Mental Health Services

### Direct Reports

Psychologist

### Key Relationships

Who	Why
<b>Internal</b>	
› Manager and team members	› Work in close collaboration to ensure the seamless delivery of services and be responsive to organisational health and safety risks
› Area Commander and District Managers	› 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
› NSW RFS Members	› 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
<b>External</b>	
› Universities and other external research groups	› Work with specific research units to maintain relevant knowledge and evaluation of psychological programs and instruments
› Other emergency services groups and professional bodies	› 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	<b>Display Resilience and Courage</b>	<b>Adept</b>
	<b>Act with Integrity</b>	<b>Adept</b>
	Manage Self	Intermediate
	Value Diversity and Inclusion	Intermediate
 Relationships	<b>Communicate Effectively</b>	<b>Adept</b>
	Commit to Customer Service	Intermediate
	<b>Work Collaboratively</b>	<b>Intermediate</b>
	Influence and Negotiate	Adept
 Results	<b>Deliver Results</b>	<b>Intermediate</b>
	Plan and Prioritise	Intermediate
	<b>Think and Solve Problems</b>	<b>Adept</b>
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Intermediate
	<b>Technology</b>	<b>Intermediate</b>
	Procurement and Contract Management	Intermediate
	Project Management	Adept
 People Management	<b>Manage and Develop People</b>	<b>Adept</b>
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Intermediate