

Position Description

Senior Clinical Neuropsychologist Grade 3

Classification:	Psychologist Grade 3
Business unit/department:	Psychology, Allied Health Division
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☒ Other ☐
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Parental Leave Cover – 12 months
Hours per week:	38 (with ADOs)
Reports to:	Neuropsychology Rehabilitation Lead
Direct reports:	0
Financial management:	Budget: N/A
Date:	November 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Senior Clinical Neuropsychologist will primarily provide rehabilitation clinical services to inpatients at the Royal Talbot Rehabilitation Centre across Neurorehabilitation, general medical, orthopaedic/ amputee and spinal rehabilitation units.

Clinical services incorporate the provision of neuropsychological assessment, therapeutic intervention, psychoeducation and behaviour support to patients with acquired brain injuries, neurological, orthopaedic, spinal and chronic health conditions.

The position works closely within multidisciplinary teams to provide a high quality, evidence-based service to improve patient outcomes.

The Senior Clinical Neuropsychologist will also support the Psychology Department in quality improvement, training, education and supervision of staff and postgraduate students on clinical placement.

The clinician employed in this position reports to the Neuropsychology Rehabilitation Lead. Travel across the three campuses of Austin Health will be required. Adoption of a flexible approach to clinical caseload management and the provision of care during periods of

planned and unplanned leave will be necessary. To this end, the position may involve work within other clinical units and programs of Austin Health as per service demands.

About Psychology

This position is located within the Psychology Department, which is part of the Allied Health Division, Operations Directorate.

The Department of Psychology (General Health) comprises clinical psychologists and clinical neuropsychologists who work across the three Austin Health campuses. The department's clinical psychologists and clinical neuropsychologists provide diagnostic, assessment, intervention, and rehabilitation services to a broad range of inpatient, outpatient and community rehabilitation units. This includes neurosciences, oncology, aged care, subacute rehabilitation, community rehabilitation and medical/surgical units.

The Department of Psychology is committed to promoting the highest levels of psychological support and intervention for our patients. In realising this goal, the Department leads and excels in research, teaching, and the use of person-centred evidence-based practice. The Psychology Department supports many post-graduate student placements and has a dedicated Registrar program for both clinical psychology and clinical neuropsychology graduates. The Department also has significant involvement in both independent and collaborative research projects through partnerships with universities and research institutes.

Position responsibilities

Role Specific:

- Provide excellent, patient centred, evidence based clinical care to patients within inpatient rehabilitation wards at Royal Talbot Rehabilitation Centre.
- Function as a senior clinician in the clinical stream of care.
- Conduct specialist neuropsychological assessments and prepare clinical reports for patients as required; provide clinical feedback and psychoeducation to patients, family and team members, as indicated.
- Formulate targeted rehabilitation strategies and programs in conjunction with the patient and their multi-disciplinary treatment team.
- Develop and implement proactive behaviour support programs in conjunction with the patient and their multi-disciplinary treatment team; develop, monitor, evaluate and revise behaviour support plans as required.
- Provide high level consultation regarding complex clinical care and discharge planning issues to the multidisciplinary team and external organisations, as required.
- Provide consultation and support in the form of cognitive, behavioural and psychological strategies to assist staff and families.
- Support and supervise Grade 2 clinicians and postgraduate students on clinical placement.
- Other duties, as directed by the Neuropsychology Rehabilitation Lead, Head of Neuropsychology, or Director of Psychology.

Quality and Risk



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- Undertake and model evidence-based practice principles and interdisciplinary practice in the provision of care.
- Undertake in activities and audits, as required, to support compliance with the national standards.
- Ensure personal compliance with mandatory training requirements.
- Maintain appropriate statistics, case notes/records, and participate in departmental meetings as required.
- Assist with the development, maintenance and reporting of departmental quality projects in conjunction with senior psychology leadership.
- Other duties, as required and appropriate.

Professional Development

- Participate in department performance appraisal, supervision, and professional development planning processes, as required.
- Undertake education and training to ensure clinical practice is current and evidence based.
- Be a leader in building and contributing to knowledge in areas of expertise.
- Encourage teaching, research and mentoring within the Psychology Department.

Information Management

- Maintain clinical records in accordance with relevant policy/procedures and Austin Health documentation standards.
- Adhere to Austin Health's policies for the use of Information Technology.
- Maintain accurate statistics, as per relevant policy and procedures.

Leadership

- Support the senior psychology leadership team in a range of activities, including department planning and development, policy development, and resource allocation to the various clinical services within the Allied Health Directorate.
- In conjunction with senior psychology leadership, support re-allocation of staff during periods of changing demand
- Provide input into department policy and procedures, as required.
- Perform additional administrative duties and projects under the direction of the senior psychology leadership team, as relevant and appropriate.

Selection criteria



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Essential skills and experience:

- At least five years of relevant clinical experience, including working within a tertiary hospital context.
- Demonstrated capacity to provide neuropsychological assessments, clinical case formulations, and interventions for people with a range of general medical and neurological conditions.
- Demonstrated ability to undertake professional supervision and promote professional competence of other staff.
- Demonstrated capacity to liaise with external agencies and to implement appropriate community referrals to relevant service providers.
- Proven ability to work as a member of a multidisciplinary team, and as an independent clinician.
- Demonstrated commitment to evidence-based practice and ability to translate this into clinical duties.
- High level interpersonal skills that promote team development and engagement, and an ability to relate to people at all levels within an organisation
- High level written and verbal skills.
- Capacity to provide leadership and guidance regarding the clinical management of patients with complex psychological, cognitive and behavioural presentations
- Willingness to seek, accept, and benefit from constructive feedback in relation to professional activities.

Professional qualifications and registration requirements

- A postgraduate degree (i.e., minimum Masters level) in Clinical Neuropsychology from an accredited university course.
- Current registration as a psychologist with the Ahpra Psychology Board of Australia (PsyBA) in accordance with the Health Practitioner Regulation National Law (Victoria) Act 2009.
- Hold area endorsement in clinical neuropsychology (PsyBA).
- Current registration as a clinical supervisor and supervisory experience (Ahpra).

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.



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Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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