

# Position Description

## Principal Psychology Educator – Grade 5

<b>Classification:</b>	TT16
<b>Business unit/department:</b>	Psychology Department
<b>Work location:</b>	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify)
<b>Agreement:</b>	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
<b>Employment type:</b>	Part-Time
<b>Hours per week:</b>	15.2 (0.4 EFT)
<b>Reports to:</b>	Director of Psychology
<b>Direct reports:</b>	0
<b>Financial management:</b>	Budget: NA
<b>Date:</b>	1/12/2025

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

Reporting to the Director of Psychology (General Health), the Principal Psychology Educator is a senior leadership role responsible for setting the strategic direction for psychology education within the Department of Psychology, Austin Health. This position leads the psychology education team and drives initiatives that ensure psychologists are supported to work at the top of their scope within contemporary models of care to deliver high quality patient care.

The Principal Psychology Educator provides vision and leadership to enhance education and training for the psychology workforce. This includes oversight of clinical education, supervision, professional development, and training programs for psychologists. The role is accountable for strategic planning, research, evaluation, and quality improvement in psychology education, ensuring alignment with departmental priorities and broader organisational strategies.

Working collaboratively with other senior education leads across disciplines, the Principal Psychology Educator contributes to the organisation-wide education and workforce agenda. The position also liaises with external stakeholders, including universities, training providers, and the broader education sector, to strengthen partnerships and support workforce development and student placements.

Through leadership in research, educational innovation, and stakeholder engagement, the Principal Psychology Educator ensures that psychology education programs are evidence-based, evaluated for impact, and designed to meet the evolving needs of patients and clinicians.

## About the Department of Psychology (General Health)

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

### Leadership

- Lead the development of new psychology education programs, professional development, training and other educational initiatives across the Psychology Department.
- Provide professional leadership to the psychology education team including the Clinical Psychology Educator and Clinical Neuropsychology Educator.
- Ensure strategic alignment of education programs to broader Psychology Department and organisational priorities.
- Monitor and promote systems to support adherence to professional practice standards of psychologists.
- Provide positive leadership and role modelling which promotes effective teamwork, encourages cohesion and ensures employees feel valued and contributions are acknowledged.
- Provide expert advice pertaining to the practice of psychology and education within the Department and to others internal and external to the organisation.



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- Actively participate in Psychology Department meetings, governance meetings and other committees and working parties when requested and as appropriate.
- Work closely and foster strong relationships with operational, medical, nursing, allied health and other colleagues.
- Be a representative of psychology expertise within Austin Health and external stakeholders (i.e. universities, Psychology Board of Australia (PsyBA) and others) as required or directed.

### **Education, professional development and supervision**

- Provide evidence and competency based professional supervision (individual and/or group) and ensure the governance of supervision across the department.
- Design new education programs and measure the effectiveness of service delivery including through the analysis of data and the use of value-based healthcare principles and outcome and experience measures.
- Oversight of professional development activities of psychologists across the department.
- Provision of specialist training on topics related to psychological practice, as relevant.
- Oversight of training programs for post-graduate students on placement and the Registrar program.

### **Research and teaching**

- Develop an education research agenda and plan to contribute to the knowledge base of psychology education
- Co-ordinate, promote and plan Austin Health psychology teaching into higher degree university programs as required
- Facilitate and promote research within the education team and broader psychology clinicians via publications, presentations at conferences or forums (both internal and external)
- Develop and maintain strong working relationships with University partners, that may include supporting post-graduate student programs and providing expert teaching into post-graduate courses.

### **Quality and Risk**

- Participate in the development, implementation, and management of relevant Risk Registers.
- Be aware of legal, organisational, professional and staff/patient risks, and constructively assist in their mitigation.
- Undertake activities and audits to support compliance with the national health standards.
- Participate and conduct relevant professional audit activities, including credential checks consistent with portfolio responsibilities and appropriately report on risks within Austin Health's governance framework.
- Lead quality improvement and evaluation initiatives within psychology education.
- Maintain appropriate statistics, case notes and records, participate in Psychology Department and Allied Health Division meetings as required
- Other duties, as required.



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## Information Management

- Maintenance of patient medical records according to relevant policies/ procedures and Austin Health documentation standards.
- Adhere to Austin Health's policies for use of Information Technology.
- Record accurate statistics, as per policy and procedures as relevant.

## Selection criteria

### Essential skills and experience

- Minimum 10 years of experience as a psychologist with demonstrated, highly developed clinical leadership skills, and extensive postgraduate, professional and education experience.
- Demonstrated understanding and application of current methods of clinical education and pedagogy, and experience in developing and delivering clinical education programs.
- Demonstrated experience in the leadership, evaluation and implementation of service development, quality improvement and/or research activities.
- Have demonstrated clinical experience and advanced knowledge to be able to provide education and teach other psychologists and/or students.
- Extensive experience as a psychologist at a senior level in public health.
- Proven ability to effectively manage, develop and evaluate services and/or programs.
- Extensive experience as a supervisor to psychologists, registrars and/or post-graduate students.
- Strong written and verbal communication skills to a wide audience, particularly in relation to consultation, problem solving, influencing, conflict resolution and people management.
- High level interpersonal skills that promote team development and engagement.
- A proven ability to engage and influence across all levels of staff, understand and navigate conflicting needs of different groups.
- Ability to build trust and credibility, and to develop and maintain constructive relationships.

### Desirable but not essential

- Hold a university appointment.
- Completion, or working towards completion, of a post-graduate qualification in clinical education.

## Professional qualifications and registration requirements



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- Post-graduate qualifications (Masters or Doctoral Degree) in Clinical Psychology or Clinical Neuropsychology from an accredited program.
- General Registration as a Psychologist with the Psychology Board of Australia (AHPRA) and Endorsement in Clinical Psychology or Clinical Neuropsychology.
- Appropriate post-graduate qualifications (Masters or Doctoral Degree) in psychology.
- Hold supervisor endorsement with the Psychology Board of Australia (AHPRA) for Registrar Supervision (primary and secondary) and Higher Degree supervision.

## 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.

## 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



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## **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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