

## POSITION DESCRIPTION

<b>Position Title:</b>	Senior Clinical Neuropsychologist - Paediatrics Senior Educational & Developmental Psychologist – Paediatrics Senior Clinical Psychologist – Paediatrics
<b>Business Unit/Department:</b>	Allied Health - Psychology
<b>Division:</b>	Allied Health
<b>Award/Agreement:</b>	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement)
<b>Classification:</b>	PL1 – PL4 Psychologist Grade 3 (Year 1 – Year 4)
<b>Reports To:</b>	Director, Psychology Senior Clinical Lead (Paediatric Psychology)
<b>Direct Reports:</b>	Grade 2 Psychologists (where applicable) Postgraduate Trainees (Provisional Psychologists)
<b>Date Prepared/Updated:</b>	1 May 2026

Position Purpose
<p>The Senior Psychologist fulfils a diverse role within Paediatric Psychology – caring for children aged 18 months to 18 years of age. Specifically, the Senior Psychologist within the Newborn Service Specialist Clinics role operates alongside Paediatric Medicine to provide neuropsychological and developmental assessment to children aged between 18 months and 18 years of age who are either part of Newborn Services routine developmental follow up program for extremely premature and low birth weight infants, or who are enrolled in longitudinal research studies; or referred to the multidisciplinary Autism Assessment Clinic.</p> <p>The Senior Psychologist may also provide neurodevelopmental and psychological assessments for young people referred to other Psychology-led specialist outpatient clinics within the Joan Kirner Women’s and Children’s Hospital. The Senior Psychologist will work collaboratively within a broader multidisciplinary team to undertake assessment and to provide coordinated, evidence based and responsive interventions.</p> <p>The Senior Psychologist will engage effectively with families and carers to provide a family centred service that meets the needs of each child. The role will work collaboratively with other clinicians and personnel in Newborn and Paediatrics Services to share specialist knowledge and skills and enhance clinical outcomes for consumers.</p> <p>As a senior clinician, the role will assist with administration, clinical leadership and supervision within Paediatric Psychology. The role will contribute to activities of service monitoring, evaluation and quality improvement.</p> <p>The Senior Psychologist will join the senior leadership group in Psychology in providing support and education to other health professionals working within Newborn and Paediatric Services, including mentoring and peer supervision. The Senior Psychologist will also join and contribute to senior leadership groups with the multidisciplinary Autism Assessment Clinic and Paediatric Allied Health.</p> <p>Supervision of Grade 2 Psychologists and Provisional Psychologists (postgraduate trainees) working within Newborn Services and Paediatrics will also be required.</p>

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## Business Unit Overview

The Operations Directorate is one of the largest and most complex directorates within Western Health providing Western Health's patient care and contacts. These services range from outpatients to inpatients, theatres to Intensive Care, birthing rooms and Emergency Departments and many more services.

The Operations Directorate is split into several key work areas through which clinical and supporting programs are delivered. The Executive Director Operations is supported by Directors of the following divisions to deliver the operational agenda and targets set.

- Allied Health
- Clinical Support & Specialist Clinics
- Chronic & Complex Care
- Emergency, Medicine and Access
- Health Support Services
- Perioperative & Critical Care Services
- Cancer, Aged & Continuing Care Services
- Women's & Children's Services

It is the effective working of the teams of people in each of these areas that leads to the successful delivery of patient care and the discharging of our purpose of "Together caring for the West".

Allied Health provides a range of evidence based, client centred, specialist services at Western Health, across the care continuum, from admission within the emergency department through to discharge in the community. These services work across the spectrum of life, from neonates to the elderly. The predominant focus of Allied Health is the return and optimisation of an individual's function, and wellbeing, from both physical and psycho-social perspectives.

Activity is aligned with Western Health's Best Care Model and CARES values. Allied Health involvement is pivotal to efficient and effective multidisciplinary team functions, discharge planning and patient centred care. Western Health employs a range of Allied Health disciplines, each with unique specialist tertiary training and skills, including:

- Audiology
- Clinical Psychology and Neuropsychology
- Exercise Physiology
- Language Services
- Nutrition and Dietetics
- Occupational Therapy
- Pastoral Services
- Physiotherapy
- Podiatry
- Social Work
- Speech Pathology

Allied Health in Chronic & Complex Care provide integrated and continuing care by supporting patients discharged from hospital. This care is patient centred and improves patient flow through the tertiary health sector by fostering strong links with the community.

A comprehensive range of clinical services are delivered in various locations within the western region including centre-based rehabilitation at Sunshine and Williamstown Hospital. Clinical care is also delivered in the patient's home and Residential Aged Care Facilities.

## Key Responsibilities

### Accountabilities

- Demonstrate a commitment to the patient 'Charter of Healthcare Rights'.
- Comply with the expected scope of the role and standards of performance in the role as described by the relevant professional bodies and industry standards.
- Maintain registration (as required) and report any changes or limitations on practice if applicable.
- Hold accountability for own actions and seek guidance and support from appropriate employees when limited by own skills and experience.
- Comply with confidentiality obligations with regard to patients, consumers and colleagues.

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- Comply with all Western Health policies, procedures and guidelines.
- Deliver high quality person centred interprofessional care in line with the “Best Care” framework.
- Demonstrate independent clinical reasoning and clinical competencies, including expertise in use of relevant assessment tools, treatment methods, and case management skills.
- Demonstrate developed organisational skills and efficient time management to appropriately evaluate, prioritise and complete workload.
- Ensure that workload statistics, and other required information is entered in a timely and accurate manner.
- Perform other duties as directed.

#### **Professional Development**

- Actively participate in regular supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in supervision plan.
- Present at internal and external forums to enhance personal knowledge and professional development.
- Demonstrate extensive, evidence-based specialist knowledge, clinical reasoning and competencies, to lead and enhance patient care in area of practice.
- Demonstrate expert knowledge of resources relevant to area and acts as a resource person for other team members.

#### **Communication and Teamwork**

- Demonstrate high level open and effective communication (verbal, non-verbal, written and electronic) with consumers, other staff and service providers.
- Demonstrate highly effective negotiation skills and conflict resolution skills when dealing with difficult situations.
- Provide leadership which promotes effective teamwork, encourages cohesion and ensures staff feel valued and contributions are acknowledged.
- Assist in promoting effective workplace relations and teamwork to ensure optimum relations across acute services and collaborating community agencies.
- Participate and represent the service in consultation with service manager at relevant committees, working groups and meetings as requested.
- Participate in and contribute to relevant case conferences, team meetings, client/family feedback meetings.
- Lead the provision of information and education about the service and professional role within the service.
- Where designated, provide high quality supervision to junior staff and students that is timely, flexible and responsible.
- Demonstrate flexibility/responsiveness within professional practice/duties/roles and assumes extra responsibility as required to meet organisational priorities and appropriately delegates as necessary.
- Identify and support others to solve complex problems.

#### **Quality Improvement**

- Lead and deliver high quality person centred inter-professional care in line with the “Best Care” framework.
- Provide and direct others in the provision of evidence based clinical services using a person-centred approach.
- Demonstrate capacity to develop and implement methods to ensure that staff in the area of responsibility have an appropriate, measurable level of competence.
- Lead service development and evaluation through quality improvement activities or research projects where appropriate.
- Assist in writing procedures and guidelines as required for the ongoing development of the program and support relevant staff to complete these tasks.
- In conjunction with service manager contribute to the development and implementation of processes to facilitate effective consumer participation and ensure that appropriate responses are provided to customer feedback and complaints.
- Assist in fostering and developing research opportunities across the service.

#### **Contribution to Service and Systems**

- In conjunction with service manager ensure staff are appropriately directed and supported to deliver high quality client centred care in line with the “Best Care” Framework.
- Lead planning for clinical services for the team.
- In conjunction with service manager support staff to meet service targets/goals.

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- In conjunction with the service manager, actively work towards service integration and streamlined patient journeys.
- In conjunction with service manager ensure appropriate orientation of new staff.
- Assist in cultivating an environment where workers have the opportunity to work to their full scope of practice and potential.
- Facilitate/assist in the process of recruitment, selection and retention of staff to meet client and service needs.

In addition to the key responsibilities specific to your role, you are required to deliver on the [WH AH Capability Framework](#) and the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

### Key Working Relationships

The Senior Psychologist is both operationally and professionally accountable to the Director of Psychology. Other key working relationships include:

#### Internal:

- Senior Clinical Lead (Paediatric Psychology)
- Joan Kirner Women's and Children's Allied Health and Paediatric staff
- Members of the Western Health Paediatric Allied Health Team
- Principal Psychology Educator and members of the Psychology Education Team
- Members of the Paediatric Psychology Team
- Psychologists working in other Divisions (i.e., Western Health at Home)
- Western Health Psychology Educators
- Other Allied Health, Medical, and Nursing Professionals in relevant Western Health Services (e.g., Mental Health & Wellbeing Services, Allied Health)
- Child & Adolescent Consultation Liaison Psychiatry Service at Western Health
- Head of Unit, Newborn Services
- Divisional Director, Allied Health

#### External:

- Clients, their family and carers
- Schools and Early Childhood Education providers
- Community Service providers
- Paediatricians and Psychiatrists external to Western Health
- NDIS Services including the NDIA, ECEI partner agencies, service provider agencies.
- Family Support Services including Child First, Child Protection, and Family Violence services, etc.
- Other relevant External agencies (as required)

### Selection Criteria

#### Essential

- Minimum of five years professional experience as a psychologist Grade 2 (or equivalent).
- Hold current general registration as a Psychologist with AHPRA.
- Possession of Master of Psychology or above in Clinical Neuropsychology, Educational & Developmental Psychology, or Clinical Psychology.
- Hold an Area of Practice Endorsement in Clinical Neuropsychology, Educational & Developmental Psychology, or Clinical Psychology.
- Hold current registration as a PsyBA Board Approved Supervisor for Higher Degree Students and Registrars.
- High level of competence in the field of paediatric Psychology, including up-to-date knowledge in relevant research and professional practice in neonatal, infant, child and adolescent Psychology.
- Knowledge of the relevant legislation pertaining to working with young persons including (but not limited to) the *Children, Youth and Families Act (2005)*.
- Demonstrated ability to work effectively in a multidisciplinary team as well as liaise and consult with a range of clients, carers, professionals and community agencies as an independent clinician.
- Demonstrated highly effective leadership, communication and interpersonal skills, including negotiation, conflict resolution and creativity in problem solving.
- Demonstrated ability to provide secondary consultation to carers, and to primary and other specialist service providers on behalf of the team.
- Demonstrated time management skills, and the ability to generate strategies for prioritising workloads effectively.

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- Experience in public health or community health settings, in particular experience working with diverse patient populations (i.e., Aboriginal and Torres Strait Islanders, and other culturally and linguistically diverse communities).
- Demonstrated ability in providing leadership within teams as a staff member.
- Highly developed interpersonal, written and electronic communication skills.
- Computer literacy.
- Current Working with Children's Check.
- Current Victorian Drivers Licence.
- Unlimited working rights within Australia.

**Desirable**

- Comprehensive knowledge and experience in administering a range of infant, child and adolescent psychometric instruments including (but not limited to) the Bayley Scales of Infant and Toddler Development (4th Ed.), Autism Diagnostic Observation Schedule (ADOS – 2), Wechsler Preschool & Primary Scale of Intelligence (4th Ed.), and Wechsler Intelligence Scale for Children (5th Ed.).
- A comprehensive understanding of Australian Psychological Society's *Ethical Guidelines for Working with Young People*.
- Expertise in the field of neurodevelopmental conditions.
- Expertise in providing individually tailored strategies / care plans / secondary consultations with regards to children presenting with behaviours of concern
- Sensitivity to working with individuals from non-English speaking backgrounds and experience working with interpreters
- Experience in public health or community health settings, in particular experience working with diverse patient populations (i.e., Aboriginal and Torres Strait Islanders, and other culturally and linguistically diverse communities)
- Experience working within a multidisciplinary team setting

**Desirable Personal Attributes**

- Self-Motivated
- Broad systems and innovative thinking
- Compassionate and empathetic approach
- Ability to influence others
- Open to new ideas
- Mindful observation
- Timely informed decision making
- People oriented
- Collaborative approach
- Confidence in own ability
- Builds rapport
- Embraces self-growth and continual learning
- Adaptable, flexible and persistent as required
- Takes direction
- Effective delegator
- Resilience
- Positive outlook

**Leadership Capabilities**

Leadership Capability	Definition
Plan and aligns	Planning and prioritising work to meet commitments aligned with organisational goals
Drives vision and purpose	Painting a compelling picture of the vision and strategy that motivates others into action
Ensures accountability	Holding self and others accountable to meet commitments

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<b>Strategic mindset</b>	Seeing ahead to future possibilities and translating them into breakthrough strategies
<b>Instils trust</b>	Gaining the confidence and trust of others through honesty, integrity and sincerity
<b>Communicates effectively</b>	Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
<b>Situational adaptability</b>	Adapting approach and demeanour in real time to match the shifting demands of different situations.
<b>Collaborates</b>	Building partnerships and working collaboratively with others to meet shared objectives
<b>Builds effective teams</b>	Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.
<b>Customer focus</b>	Building strong customer relationships and delivering customer-centric solutions

### Additional Requirements

All employees are required to:

- Obtain a police / criminal history check prior to employment.
- Obtain a working with children check prior to employment (if requested).
- Obtain an Immunisation Health Clearance prior to employment.
- Report to management any criminal charges or convictions you receive during the course of your employment.
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures.
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health.
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health.
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, Part 5A of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005.
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines.

### General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

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*I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.*

Employee's Name:

Employee's Signature:

Date:

[Click here to enter a date.](#)

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