

Information Package



Psychologist – Focus on children and young people

Thank you for considering Veritas House as your next employer. We are a vibrant, independent, community-based not-for-profit organisation with a specific focus on supporting vulnerable children, young people and their families. Veritas currently delivers services in Permanency Support (formerly Out of Home Care), Youth Specialist Homelessness Services (SHS), Case Management Support Services (CMSS), Targeted Earlier Intervention (TEI), Homeless Youth Assistance Program (HYAP), Supported Independent Living (SIL), Interim Care and the Premier's Youth Initiative. The majority of our funding is provided by the Department of Communities and Justice.

This Information Package is designed to tell you more about the role, identify the selection criteria we will be using to select the right candidate, and explain the application process.

Benefits of working with Veritas House

Veritas House is based in the Central West of NSW, with offices in Bathurst and Orange. As an organisation, we are committed to our values:

Relationships

We are all connected and the way we behave towards each other matters. Showing respect, being inclusive and communicating in a kind and honest way gives everyone the opportunity to feel valued. Strong relationships lead to mutual understanding and support.

Collaboration

We work together to solve problems and deliver solutions. We understand that bringing people together fosters empathy, builds trust and sparks creativity. Collaboration helps us achieve our goals and the goals of the children, young people and others we work with.

Compassion

With an open mind, we accept people without prejudice or judgement. Compassion opens our minds to others, regardless of our differences. Compassion allows us to work in a caring, well-informed way that respects the experiences and needs of the people we work with.

Authenticity

We are true to ourselves and stand up for what we believe, regardless of pressure from others. We don't try to be what we're not, and this transparency means others know where they stand with us. Our actions are genuine and without pretence.

If you work with us, you will enjoy:

- Up to \$15,900 tax free salary packaging per annum;
- Exposure to a range of client situations that will develop your skills & allow you to work to your strengths;
- Additional leave after 6 months employment
- A strong, strengths-based culture that values what you do well and will work with you to grow;
- The opportunity to develop your career in an expanding service;
- The chance to make a contribution within the community you call home

If you believe you meet the selection criteria, find that our values resonate and are passionate about our mission of providing values based and child-centred care, advocacy and support in Central Western NSW, we'd like to hear from you.

Position Advertisement

Provisional, Registered or Clinical Psychologist

Veritas House is a vibrant not for profit community-based organisation with a specific focus on supporting vulnerable children, young people and their families in the Bathurst and Orange areas.

We are searching for an enthusiastic, flexible and highly motivated Psychologist to join the Clinical and Consultation Services Team. This exciting position is part of a growing multi-disciplinary team, working across the various programs of Veritas House to maximise positive outcomes for the children and young people who interact with our agency.

Your will use your skills and experience to:

- Provide assessments and therapeutic interventions with children and young people in out-of-home-care, or who are accessing our youth refuges or other early intervention programs
- Support carers in responding to the behavioural and emotional concerns of children and young people in a trauma informed and developmentally appropriate way
- Develop Behaviour Intervention Support Plans, and support their implementation with staff and carers
- Consult with staff on complex matters within the scope of your skills and experience
- Help develop and deliver training to internal and external audiences relating to children, young people, families and trauma
- Provide clinical supervision as appropriate to your level of experience with staff of Veritas House
- Support the development and delivery of external fee-for-service work for Veritas House

Why work with us

As an organisation we value collaboration, authenticity, compassion and relationships and together, we work towards achieving a world where every person feels safe, secure and valued. We do work we're proud of, but we offer more than just the chance to feel good:

- An attractive salary dependent on your qualifications and experience, with ranges of:
 - Provisional Psychologist (range \$70 000-\$75 000), with an agreed salary increase once AHPRA Registration is achieved
 - Registered Psychologist (range \$85 000-\$105 000)
 - Clinical Psychologist (range \$98 000-\$120 000)
- Flexible work hours (we will consider full-time and part-time hours)
- NFP salary packaging options up to \$15,900 per year plus meals and entertainment benefits
- Additional leave once your probationary period is complete
- Discounted gym memberships
- Working for a passionate, locally based community organisation
- Opportunity to develop your skills working within a trauma and developmentally informed team
- Individual and group supervision as well as other continuing professional development opportunities

About you:

You could be our ideal candidate if you meet the following essential criteria:

- Bachelor's degree or higher in psychology plus registration with AHPRA (or at a minimum, be eligible to hold at least provisional registration with AHPRA as a Psychologist)
- Experience and/or knowledge in the provision of services to children, young people and families
- Experience and/or knowledge of evidence-based interventions for trauma
- Experience in or willingness to learn skills in assessment and behavioural intervention support plan development and implementation
- Willingness to support the delivery of clinical supervision and training to staff of Veritas House consistent with your level of skills and experience

To apply:

Send your resume, a cover letter explaining why you are interested in the position and a statement that outlines how you meet the essential requirements to: Seek or employment@veritashouse.org.au

Applicants will be contacted as they apply. This job will close after all positions have been filled.

If you have any questions, please address them to: employment@veritashouse.org.au

All employment at Veritas House is subject to a clear Working with Children Check and a satisfactory Police check. You must also have appropriate working rights to apply for this role.

We hire on merit alone and welcome the true, authentic and diverse person you are.

We value a team as diverse as our community! Irrespective of your culture, ethnicity, race, gender identity, age, linguistic background, religion, disability or sexual orientation – we welcome the unique contributions that you can bring to the Veritas House team, and celebrate diversity in everything that makes you, YOU!

How to apply for this role

These guidelines will help you in submitting applications for vacancies with Veritas House.

The following may assist you in preparing your application:

- Carefully read through this Information Package.
- Conduct some initial research on the organisation by browsing the website and reading key resources. If required, seek clarification or additional information on the organisation and/or the position.
- Decide whether you possess, and can demonstrate, your skills and experience against the selection criteria.
- When addressing the selection criteria, provide examples to demonstrate and substantiate your claims. Examples should outline a situation, the action you took, and a summary of the result. Keep your responses concise and in addition to your resume.
- Be aware of the closing date. If for any reason you cannot submit your application by the closing date, you should ring the contact person to see if a late application will be accepted.

- If you require any special arrangements (e.g. wheelchair access, hearing or visual aids) when attending interview, please discuss these with the contact person when the interview is being arranged.

What you need to include in your application

Veritas House uses a streamlined approach to recruitment. **All applications require:**

1. A Cover Letter introducing yourself and outlining your interest in the position
2. Statement addressing each of the Selection Criteria (listed on the last page of this document). Each selection criteria should be identified with a heading, followed by a paragraph providing examples of how you have met the criteria.
3. Resume/Curriculum Vitae (CV) that should include:
 - a. contact details including telephone number and email address
 - b. education/qualifications
 - c. an employment history summary including (for each position):
 - i. the employer
 - ii. start and finish dates
 - iii. your position/title
 - iv. your responsibilities and achievements in the position
 - d. professional registrations and/or memberships

You do not need to submit copies of your identification or qualifications. If required, these will be checked later in the recruitment process.

References do not need to be included in your application. Referees will only be contacted if required, and your permission to contact them will be sought first.

Submitting your application

Applications should be submitted via Seek or email to:

employment@veritashouse.org.au

Position Description

Position Title:	Clinician - Psychologist
Reports to:	Clinical and Consultation Services Manager
Program:	Clinical and Consultation Services
Location:	Bathurst and/or Orange
Relevant Award:	Health Professionals and Support Services Award
Classification:	Dependent on experience and quals

Requirements:

- Current driver's licence
- NSW Working with Children Check clearance and satisfactory Criminal Record Check
- Tertiary qualifications in Psychology and registered or eligible for registration with the Psychology Board of Australia
- Fully vaccinated against COVID-19

Veritas House Vision

Our Vision is to contribute to the creation of a socially just and caring community in which every person is safe, secure and valued.

Veritas House Values

Our core operating values influence the culture and public image of Veritas. They articulate ideals that we aspire to hold ourselves accountable for and offers guidance about how we behave in carrying out our mission.



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Collaboration

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Authenticity

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Primary Objective of Veritas House Clinical and Consultation Services

Clinical and Consultation services (CCS) team provide supports to the various programs of Veritas House. These are a combination of assessment, therapeutic intervention, behaviour support and consultation/advice

services which help meet the needs of children, young people, families and carers of Veritas House. Additionally, CCS provide limited services external to the organization, with a focus on supporting the needs of children, young people and families in our local community.

Primary Objective of the Position

This position will apply psychological theory and practice as part of the CCS team. The role will undertake direct delivery of services to clients of Veritas House. These services will be consistent with the employee's skills and experience. The role will liaise with relevant external stakeholders as required to help support partnerships and collaboration for the benefit of children, young people, carers and families supported by Veritas House. This position will contribute to the ongoing training, development and support of other staff in Veritas House through facilitating professional supervision and training as appropriate.

Your Level of Decision Making and Authority

You are expected to:

- Act within policy and procedure
- Make decisions in relation to assessing clients and determining and providing intervention services. The role has a high degree of autonomy with clinicians managing their own caseloads and assessments, including making specific recommendations for each case on the basis of their understanding and interactions with children, young people, carers and families supported by Veritas House
- Provisional Psychologists are expected to comply with the supervisory and decision-making limits as per the guidelines of the Psychology Board of Australia.

Decisions that are made by you after consultation with your Manager:

- Recommendations on change of placement if sought by caseworkers
- Use of significant or unusual restricted practice strategies, including physical restraint.

Decisions that are referred to your Team Leader/Manager:

- All issues that require a sign off / approval from the Executive Manager or CEO;
- Issues outside of policy guidelines
- Complaints from children or young people
- Requests for new business from funding bodies
- Complaints from funding bodies

Position-Specific Roles and Responsibilities

- Complete assessments of children, young people, carers and families of Veritas House using various assessment instruments, including but not limited to, psychometric tools, standardized questionnaires, and structured and semi-structured interviews.
- Provide treatment recommendations using evidence-based interventions.
- Deliver evidence-based therapeutic interventions which best meet the needs of the individual and family context.
- Facilitate professional supervision consistent with the professional supervision policy and procedure of Veritas House, and in accordance with your professional qualifications and experience.
- Help develop and deliver training to various stakeholders associated with Veritas House, including carers, families and staff.
- Support the broader sector by effectively communicating, collaborating with and supporting the work of DCJ and other FSPs when appropriate.
- Maintain documentation in accordance with professional standards and the policies and procedures of Veritas House.
- Support the ongoing growth and development of external fee-for-service work of Veritas House, which helps meet the needs of children, young people and families in the communities in which we live.

Team Participation & Work Management

- Contribute to the ongoing development of a diverse, inclusive, dynamic, creative and cohesive team;
- Contribute to the development of solid, equitable and honest relationships that support a strong team approach and to maintain a strong work ethic in personal efficiency and effectiveness at all times;
- Use supervision, professional development, team meetings and Veritas House performance accountability processes to enhance outcomes for children and young people.

Cultural Sensitivity and Appropriateness

- Placements and permanency plans are done in accordance with Aboriginal and Torres Strait Islander placement principals;
- Demonstrate cultural awareness and appropriateness in all interactions with colleagues, clients, providers and others interacting with the service.

Accountability

- Accept line supervision from your Manager;
- Maintain work records and statistical data as required;
- Work within and abide by all policies, practices and guidelines of Veritas House;
- Attend team meetings as requested;
- Have a clear understanding of confidentiality and privacy issues pertinent to service users, staff and the Agency;
- Recognise and monitor job stress and personal needs as a worker and take active responsibility for your own wellbeing in the workplace.

Work within a Legal & Ethical Framework

- All work must be carried out in accordance with Veritas House policies, procedures, aims and objectives, relevant funding agreement guidelines and legislation
- Maintain and ensure strict confidentiality.
- At all times demonstrate commitment to the Staff Code of Ethics and Conduct.
- Comply with all relevant legislation.

Work Health and Safety

- Participate in WHS consultation and training as required;
- Actively promote safe work practices in the workplace;
- Adhere to Veritas House WHS policies and procedures;
- Report to your Team Leader/Manager and the WHS Officer any near misses via WHS Hazard Reports, or illnesses and accidents via WHS Incident Reports;

Other Organisational Requirements

- Contribute to the promotion of the organisation by networking with interagency partners and key stakeholders;
- Ensure that your behaviour and practices support and reflect the Veritas House values and promote the organisation's mission;
- Demonstrate a willingness to work reasonable extra hours as required for the benefit of the children, young people and the organisation;
- Ensure the effective maintenance and repair of all property, vehicles and equipment to an appropriate standard;
- Act as a role model of professional behaviour inside and outside the workplace and in the community, wherever you can be identified as a worker of Veritas House.

Conditions of Employment

All Veritas House workers are bound by the terms and conditions contained in the Veritas House Employment Agreement, the Position Description, the relevant Industrial Award(s), Veritas House Policies, Procedures and the Veritas House Staff Code of Ethics and Conduct, as amended and as endorsed by the Veritas House Executive from time to time.

Veritas House reserves the right to vary this Position Description at any time in response to the changing needs of the organisation, and the occupant will be required to attend to other duties as directed from time to time by an Executive Officer.

Selection Criteria

- Bachelor's degree or higher in psychology plus registration with AHPRA (or at a minimum, be eligible to hold at least provisional registration with AHPRA as a Psychologist)
- Experience and/or knowledge in the provision of services to children, young people and families
- Experience and/or knowledge of evidence based interventions for trauma
- Experience in or willingness to learn skills in assessment and behavioural intervention support plan development and implementation
- Willingness to support the delivery of clinical supervision and training to staff of Veritas House consistent with your level of skills and experience