



The GEO Group Australia Pty Ltd.

## POSITION DESCRIPTION

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| <b>Position Title</b>                   | Clinician (Psychologist)-The Bridge Centre   |
| <b>Reference Number</b>                 | RPPD430  |
| <b>Department</b>                       | Rehabilitation and Reintegration Services  |
| <b>Position Reports To</b>              | Bridge Centre Manager<br>Manager Clinical Intervention (Clinical Supervision)  |
| <b>Positions Reporting To This Role</b> |  |
| <b>Work Location And Travel</b>         | This position is located at <b>The Bridge Centre</b> , 1/548 Bridge Road, Richmond, VIC 3121.<br><br>This position will provide services at Ravenhall Correctional Centre as required.<br><br>Interstate travel may be required.   |
| <b>Operating Environment</b>            | <b>Ravenhall Correctional Centre</b> is located in Ravenhall, Victoria, 25 kilometres from Melbourne.<br><br>Ravenhall is a 1600 bed medium security prison for adult sentenced and unsentenced males. Its contemporary campus-style design reflects four accommodation communities with varying profiles: 1) induction and transition, 2) youth and indigenous, 3) challenging behaviours and more settled prisoners and 4) protection. Community accommodation is complimented by a further 75-bed Forensic Mental Health Unit, 25-bed Unit for prisoners with significant challenging behaviours, and a 25-bed Mission Unit designed to respond intensively and therapeutically to current community issues. In recognition of the importance of Continuum of Care, Ravenhall extends its presence into the community by providing ex-prisoners with access to post-release support at GEO's Community Reintegration Centre.<br><br>Through investment in opportunities for prisoners to engage in work, education and programs, prisoners are not only held safely and securely but given every chance to turn their lives around. Issues behind much of the crime in our communities – such as violent attitudes, anti-social behaviours and the abuse of drugs and alcohol |

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– are addressed through innovative programs and interventions. At the same time helping prisoners with day-to-day challenges such as gaining and holding down employment and finding a suitable place to live also help prevent a return to crime.

Ravenhall's unprecedented emphasis on offender rehabilitation and reintegration is evidenced by a significantly sized team of clinicians, working in concert with a number of Victoria's most respected organisations including Forensicare, Correct Care, YMCA, Melbourne City Mission, and Kangan Institute. Together, Ravenhall provides an integrated service system that collaboratively brings about lasting positive change in the lives of prisoners pre- and post-release. Through these partnerships the objective of Safer Victorian Communities is achieved.

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### Position Summary

The Bridge Centre Clinician (Psychologist) will provide support to clients who have exited Ravenhall Correctional Centre. Based at GEO's Community Reintegration Centre (The Bridge Centre), this role will provide individual clinical intervention to address the needs of men accessing the centre including offending behaviour, drug and alcohol relapse prevention, anger management, distress/crisis intervention and support focused upon social and community engagement. There is also the opportunity for delivery of couples and family therapy for suitably experienced practitioners.

The position will work collaboratively with other GEO and Alliance Partner staff to provide holistic services and supports to reduce recidivism rates and improve reintegration outcomes for men who exit Ravenhall Correctional Centre.

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### Key Accountabilities

- Undertake assessments as required including structured clinical interviews, risk assessments and psychometric testing.
  - Develop forensic case formulations and treatment plans, write case-notes and outcome reports.
  - Provide individual cognitive-behavioural interventions to address distress, treatment readiness, offending behaviour, substance use and relapse prevention, anger management and other treatment needs as well as reintegration.
  - Provide interventions to prisoners' families as required.
  - Work collaboratively within a multidisciplinary team including contributing to community reintegration planning.
  - Collaborate with GEO Post-Release staff, Alliance Partners and other providers to develop effective working relationships.
  - Effectively, efficiently and accurately manage clinical data entry into identified systems and clinical files.
  - Participate in clinical supervision and professional development opportunities consistent with the clinician role.
  - Participate in peer supervision with colleagues and support new or provisionally registered clinicians to observe your practice.
  - Facilitate training as required for custodial and non-custodial staff.
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## Key Selection Criteria:

### Essential:

- Psychologist with full registration with the Psychology Board of Australia (PBA).
- Experience working in private practice or in an independent practitioner capacity, capable of assessing and treating a wide range of psychological needs.
- Demonstrated knowledge of the Victorian Criminal Justice System including the role of the Courts, prisons, parole and community corrections.
- Demonstrated knowledge of the “What works” literature in offender rehabilitation, in addition to the application of the Good Lives Model (GLM) and principles of Risk Need Responsivity (RNR) in reducing recidivism in offender populations.
- Demonstrated experience in Cognitive Behavioural Therapy (CBT) and other best-practice therapeutic frameworks for working with offenders.
- Experience in clinical and/or risk assessments, individual and group intervention, in a correctional, clinical or other relevant setting.
- Experience in working as a solo practitioner and/or in a private practice setting.
- Demonstrated ability to work collaboratively with others both cross-agency and as part of a multidisciplinary team of professionals.
- Excellent verbal and written communication skills, including the ability to effectively and efficiently prepare clinical formulations and reports.

### Desirable:

- PBA practice endorsement in a specialist field such Clinical, Forensic or Neuropsychology.
- Recognised PBA Supervisor status for Higher Degree students, 4+2 and 5+1 supervision programs.
- Membership of relevant Professional Bodies or organisations.

### Other Requirements of the Role

- Ability to work within a correctional setting, which will involve direct contact with prisoners.
- Valid and current full Australian driver’s licence
- Satisfactory completion of a National Criminal History Check.
- Ability to obtain and maintain a security clearance.
- Work outside of ordinary business hours may be required on occasion.

### Employee Acceptance

I acknowledge that the statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive.

I have read, understood and accepted the above position description and associated attachments.

| NAME | SIGNATURE | DATE |
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Master copy lodged with HO (SMT only)

Master copy lodged with department monitor