



The GEO Group Australia Pty Ltd.

## POSITION DESCRIPTION

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| <b>Position Title</b>                   | <b>PSYCHOLOGIST</b>  |
| <b>Reference Number</b>                 | PD026  |
| <b>Department</b>                       | REHABILITATION AND REINTEGRATION   |
| <b>Position Reports To</b>              | SENIOR PSYCHOLOGIST & REHABILITATION AND REINTEGRATION MANAGER   |
| <b>Positions Reporting To This Role</b> | NIL  |
| <b>Work Location And Travel</b>         | This position is located at <b>Junee Correctional Centre</b> on Park Lane, Junee, NSW 2663.  |
| <b>Operating Environment</b>            | <p><b>Junee Correctional Centre</b> is located in Junee, New South Wales, 40 kilometres north-east of Wagga Wagga.</p> <p>Junee has been continually managed by GEO on behalf of Corrective Services NSW since opening in 1993. It is New South Wales' largest regional correctional centre.</p> <p>Junee's primary role is to safely and securely house up to 910 adult prisoners (or up to the capacity of available beds) and progress their sentence plans by delivering a comprehensive range of education, vocational training, reintegration and offending behaviour programs. Together, these lower a prisoner's risk of reoffending and increase the likelihood of successful community reintegration.</p> <p>The team at Junee achieves exceptionally high levels of prisoner engagement with its responsive interventions. This includes developing strategies that encourage and enable previously-marginalised prisoner groups such as Indigenous Australians and the chronically ill to participate.</p> <p>Interstate travel may be required.</p> |
| <b>Position Summary</b>                 | Serving under the Centre Senior Psychologist this position provides professional psychological intervention including assessments, reports, crisis counselling, and program facilitation.  |

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## Key Accountabilities

- Serves under the direct supervision of the Senior Psychologist as a member of the High Risk Assessment Team (HRAT) to provide assessment of offenders who are considered to be at-risk of suicide or self-harm and develop appropriate strategies for their management.
  - Complete referrals in the following areas: mental health impairments, suicide/self-harm risk, situational risk of harm to others, aggression and violence, challenging behaviours, cognitive impairments, criminogenic risks/needs, readiness and responsiveness, transition, coping and adjustment, in a time limited manner.
  - Conduct CSNSW approved programs and individual intervention sessions and prepare notes and reports on progress as it relates to offenders' rehabilitation needs, risk and treatment plans.
  - Evaluate assessment data to identify causes of psychological concerns and determine appropriate strategies such as psychological intervention or referral to other specialists, services, or areas within CSNSW.
  - Administer and interpret individual cognitive functioning, personality and other psychological tests as appropriate.
  - Participate in case management through the attendance of meetings and recording of psychological services on the relevant database.
  - Prepare and write reports and structured case notes as required by external agencies such as court, State Parole Authority and SORC.
  - Through a multi-disciplinary approach discuss offenders who display behavioural or adjustment problems and make recommendations to assist in alleviating problems through appropriate clinical interventions and treatments.
  - Consult with offender service staff from other departments to obtain information for use in assessment and treatment plans. This also includes the provision of information as appropriate to these departments for their use in services.
  - Assist in providing in-service training programs for staff within the Centre.
  - Any other duties as directed.
  - Co-operate with the employer's efforts to comply with the requirements of the WHS Act 2011. Accept responsibility for the health, safety and welfare of subordinates, inmates, contractors and visitors under the employee's supervision. Comply with the employer's policy and procedures enabling compliance with the WHS Act 2011.
  - Co-operate with the GEO Group Australia's efforts to establish, maintain and continuously improve the GEO Environmental Management System in accordance with the requirements ISO 14001, the GEO Quality Management System in accordance with the requirements of ISO 9001 and the integration of these systems. These GEO systems are based on best practice standards and where appropriate are also fully accredited.
  - Ensure compliance with all Company Policies and Procedures and the Governance, Risk and Compliance Manual.
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### Key Selection Criteria:

- Possession of full registration with the Australian Health Practitioner Regulation Agency (AHPRA).
- Knowledge of psychological issues likely to be confronted in the correctional environment.
- Ability to work as a member of a multi-disciplinary team in a correctional environment.
- High levels of interpersonal and communication skills including the ability to prepare detailed reports and negotiate their recommendations.
- Experience in the facilitation of group programs is desirable.

### 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/Manager Approval

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.

| EMPLOYEE'S NAME | SIGNATURE | DATE |
|-----------------|-----------|------|
|                 |           |      |

### Manager Approval (of Position Description)

| NAME         | SIGNATURE   | DATE     |
|--------------|---|----------|
| S. Brideoake |  | 12.08.20 |

Master copy lodged with HO (SMT only)

Master copy lodged with department monitor