

Selection Documentation

SENIOR PSYCHOLOGIST

Executive Level 1

\$139,823 - \$196,036* plus superannuation

ABOUT US

ASIS is Australia's overseas secret intelligence collection agency. Its mission is to protect and promote Australia's vital interests through the provision of intelligence services as directed by the Government. Its work can involve collecting intelligence relating to national security, international relations and economic issues. It also contributes to Australia's coordinated national efforts against terrorism, proliferation of weapons of mass destruction, and trans-national issues such as people smuggling.

ASIS is a diverse and inclusive workplace, where our people are empowered through authenticity and a sense of belonging to achieve their potential and contribute to a shared purpose and mission. We seek to reflect the community we serve, and welcome applications from Aboriginal and Torres Strait Islander peoples, women, people with a disability, neurodiverse, people from culturally and linguistically diverse backgrounds and those who identify as LGBTIQ+.

OVERVIEW

Psychologists in this role provide support to the organisation through their expert assessment skills, clinical advice on recruitment and suitability decisions, support to training and advice to management on a range of staffing matters. This is a varied and fulfilling role with a good balance of direct and indirect client work as well as a mix of team based tasks and opportunities for independent projects in areas of interest.

We are seeking experienced Senior Psychologists for positions based in Canberra but with some capacity for domestic and international travel. We are looking for Psychologists who have great technical skills in conducting assessments and who also possess excellent interpersonal and communication skills and who are able to respond to the challenge of working in a complex and dynamic organisation. This is an excellent opportunity for an experienced clinician to contribute to Australia's national interests whilst also developing new skills in a role which is outside the ordinary experience of most Psychologists.

Our organisation provides generous professional benefits including supervision, assistance with professional fees (including registration and Australian Psychological Society (APS) membership) and ongoing professional development and training. We are a supportive and collaborative team who values the tenets of psychological safety and enjoys working in a warm and positive environment.

KEY RESPONSIBILITY AND TASKS

Outlined below are the key areas of responsibility:

- Perform a range of psychological assessments using case formulation methodology;
- Assess psychological suitability of staff for posting to critical overseas locations;
- Develop and conduct training programs as required for both corporate and operational staff;
- Maintain appropriate professional and organisational records;
- Assist in the provision of advice, reports and recommendations to management;
- Build and sustain internal and external relationships with key customers and stakeholders;
- Engage in regular, open and effective communication with all team members; and
- There is a requirement for some travel and for occasional availability outside standard work hours for this position.

EDUCATION, QUALIFICATION AND EXPERIENCE REQUIREMENTS

The following education, qualifications and/or experience are essential:

- Current unconditional registration with AHPRA as a Psychologist;
- Masters of Psychology (e.g. Clinical, Forensic, Organisational or equivalent);
- Eligibility for full membership of the Australian Psychological Society;
- Demonstrated effective communication skills;
- Expert knowledge of clinical or forensic psychology best practice requirements;
- Expertise in a range of psychometric tools; and
- Demonstrated experience in assessment and case formulation in an evidence-based practice framework.

The following demonstrated experience will be highly regarded:

- Five years experience following post-graduate qualification;
- Experience working in a multidisciplinary team or organisation;
- Expertise in conducting complex risk based/security assessments; and
- Experience in the provision of training.

We are dedicated to building a diverse and inclusive workforce, so if you are excited about this role but your past experience doesn't align perfectly, we encourage you to apply.

SELECTION CRITERIA

Shapes Strategic Thinking

- Relevant capabilities and behaviours;
- Inspires a sense of purpose and direction;
- Focuses strategically;
- Harnesses information and opportunities; and
- Shows judgment, intelligence and common sense.

Achieves Results

- Relevant capabilities and behaviours;
- Builds organisational capability and responsiveness;
- Marshals professional expertise;
- Steers and implements change and deals with uncertainty; and
- Ensures closure and delivers on intended results.

Cultivates Productive Working Relationships

- Relevant capabilities and behaviours;
- Nurtures internal and external relationships;
- Facilitates co-operation and partnerships;
- Values individual differences and diversity; and
- Guides, mentors and develops people.

Exemplifies Personal Drive and Integrity

- Relevant capabilities and behaviours;
- Demonstrates public service professionalism and probity;
- Engages with risk and shows personal courage;
- Commits to action;
- Displays resilience; and
- Demonstrates self-awareness and a commitment to personal development.

Communicates with Influence

- Relevant capabilities and behaviours;
- Communicates clearly;
- Listens, understands and adapts to audience; and
- Negotiates persuasively.

HOW TO APPLY

To APPLY, please submit an application ONLINE via the website.

Candidates are required to submit a maximum 800 word pitch outlining their skills and experience for the roles on offer, along with a comprehensive resume detailing their work history.

Applicants are encouraged to consider the capabilities when preparing their application, as this will form the basis of selection assessment. For more information and tips on applying for jobs in the Public Service, search 'Joining the APS' at www.apsc.gov.au.

**total remuneration package comprises salary and applicable allowances and bonuses.
Remuneration is subject to S33 of the ISA.*

APPLICATIONS CLOSE: 3 June 2025

ELIGIBILITY

Candidates must be Australian citizens.

The successful candidate will be required to obtain and maintain the highest-level security clearance.

REASONABLE ADJUSTMENTS

All requests for reasonable adjustments will be considered and managed in consultation with you. We will continue to ask you if you require reasonable adjustments at each stage of the process. If you are successful in gaining employment, reasonable adjustments can also be made available to you in performing your role.

WHAT HAPPENS NEXT?

You may receive a SMS requesting you to complete online testing. Please ensure you complete this as your application will not be progressed otherwise.

Please do not tell anyone about your application with our organisation at this stage of the process as doing so may harm your suitability for employment with us.

A merit list will be established for candidates who are suitable and will remain valid for a period of 18 months.

We thank you for the time and effort you have put into your application; however, we are unfortunately unable to provide feedback to unsuccessful candidates.