

# **Selection Documentation**

## **Senior Psychologist (Clinical/Forensic)**

### **Executive Level 1**

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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.

#### **Overview**

ASIS looking for a psychologist to be part of an energetic, outcome orientated team that is highly regarded by the organisation and the profession. Our organisation provides generous professional benefits including clinical supervision, assistance with professional fees including registration, Australian Psychological Society (APS) membership and ongoing professional development.

The successful applicant will have well developed clinical and assessment skills and Masters level qualifications in clinical or forensic psychology to perform duties across a number of service areas. These include psychometric assessments of security suitability, organisational suitability and job competency; assessment of suitability and provision in support in difficult overseas postings; clinical assessment and interventions with emotional health issues; and training support and delivery of collaborative programs.

Applicants must be Masters qualified, unconditionally registered, and eligible for membership of the APS. Those with Psychology Board of Australia specialist practice endorsement are particularly invited to apply.

These positions are Canberra based, with conditions of service similar to those in the Australian Public Service, including superannuation. (The successful candidate will be required to obtain and maintain the highest level security clearance and Australian citizenship.)

In addition to current vacancies, successful applicants through this process will be placed in a merit pool which may be utilised to fill future vacancies over the next 12 months.

#### **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.
- There is a requirement for some travel and for occasional availability outside standard work hours for this position.

## **EDUCATION / QUALIFICATIONS / EXPERIENCE**

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

- Current unconditional registration with AHPRA as a Psychologist;
- Masters of Clinical or Forensic Psychology (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
- Demonstrated experience in assessment and case formulation in an evidence-based practice framework

The following demonstrated experience will be highly regarded:

- Minimum 5 years clinical or forensic experience following post-graduate qualification;
- Experience working in a multidisciplinary team or organisation
- Expertise in conducting complex risk based/security assessments
- Experience in the provision of training

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## **SELECTION CRITERIA**

Candidates are not required to provide a separate written response to the ILS capabilities (below), however, candidates are encouraged to consider the below selection criteria when preparing their application, as each candidate will be assessed on their ability to demonstrate behaviours aligned to the competencies for the position.

For more information on the ILS, tips on applying for jobs in the Public Service, go to the APSC website found at [www.apsc.gov.au](http://www.apsc.gov.au).

### **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.

#### **Job Specific Requirements**

- Advanced understanding and substantial experience in applications of psychological theory, psychometric testing and interpretation, psychological assessment, complex case formulation and report writing, and the delivery of psychological intervention services.

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### **Applicant Instructions:**

**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.

**Applications Close: Please refer to the website for closing date.**

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### **What Happens Next?**

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.

You may be contacted via SMS regarding the next stage of the process.

A merit list will be established for candidates who are suitable and will remain valid for a period of 12 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.