

ROLE DESCRIPTION

Aboriginal (Psychologist)

Portfolio	Communities and Justice	
Department	Department of Communities and Justice	
Division/Branch/Unit	Youth Justice	
Location	Various	
Classification/Grade/Band	Psychologist	
Role Number	Various	
ANZSCO Code	272399	
PCAT Code	1119192	
Date of Approval	23 July 2025	Ref: YJ0175
Agency Website	www.dcj.nsw.gov.au	

Please see job notes and/or advertisement for more information on specific role qualification requirements and relevant experience.

Agency overview

The Department of Communities and Justice (DCJ) is the lead agency in the Communities and Justice Portfolio. Communities and Justice aims to achieve a safe, just, and inclusive New South Wales (NSW) by operating an effective legal system; increasing access to social and affordable housing; protecting children and families; addressing domestic and family violence; promoting public safety; reducing reoffending; and supporting community harmony and social cohesion.

DCJ works to enable everyone's right to access justice and help for families through early intervention and inclusion, with benefits for the whole community by providing services that are effective and responsive to community needs.

Primary purpose of the role

Provide a consultancy service to staff regarding the psychological needs of Youth Justice clients within custodial and community locations, as well as advice to statutory authorities.

Operate as a member of a multi-disciplinary team, delivering psychological assessment, intervention, and therapeutic services. This role is committed to improving outcomes for the benefit of Aboriginal and Torres Strait Islander peoples.

This role description is to be read in conjunction with the relevant conditions, characteristics and criteria included in the Crown Employees (Psychologists) Award C9346 of 8th of December 2021.

Key accountabilities

- Undertake psychological assessment, intervention, and deliver therapeutic services or programs to young people who offend, including those who sexually offend.
- Assist in the formulation and review of individual Risk - Needs - Responsivity based case plans for the management and supervision of young people on remand or sentenced to a custodial or community order.
- Deliver training to staff, including Youth Justice Caseworkers, in the screening, identification and support of young people with mental health problems, intellectual disability or cognitive impairment.
- Maintain confidential documentation, including electronic Case Notes on Client Information Management System, in accordance with departmental policies, APS guidelines on record keeping and professional ethics.
- Prepare reports, advice, and consultation to statutory authorities such as Children's Courts, the Serious Young Offenders Review Panel, State Parole Authority, and Mental Health Review Tribunal.
- Develop and maintain relationships with the Aboriginal community and key stakeholders to successfully deliver programs for Aboriginal young people, families and communities.

Key challenges

- Delivering an ethical and effective psychological service to involuntary clients with a range of complex needs and challenging behaviours, and who are often difficult to engage.
- Managing competing priorities in the face of increasing demand for psychological services within the context of limited professional resources, particularly in rural and isolated areas.
- Privacy and confidentiality are critical issues that must be carefully negotiated within the Youth Justice context, where failure to disclose may result in clear risk to the client or others.

Key relationships

Who	Why
Internal	
Principal Psychologist	Head of discipline for Psychology and Allied Health service. Maintains and direct standards of professional supervision for all Youth Justice Psychologists and ensures compliance with relevant professional standards.
Clinical Manager (Chief Psychologist)	Receive clinical supervision, support and advice on issues relating to psychological assessment, intervention, research and ongoing professional development. Guidance and advice on ethical issues.
Psychologists	Peer advice and collaboration. Statewide consistency in psychological service delivery.
Operational Managers	Provide advice regarding psychological services, program integrity and the co-ordination of resources. Respond to training needs.

Who	Why
Caseworkers	Provide advice on the integration of psychological services to support the development and review of case plans. Provide support and advice on the engagement and/or management of young people.
Aboriginal Staff	Receive cultural support through participation in Aboriginal staff networks relevant to the role of a psychologist and more broadly across Youth Justice.
External	
Young People	Provide a comprehensive psychological service involving assessment, intervention and evaluation, making referrals for specialist assessment and/or ongoing therapeutic support as required.
Families and Carers	Provide advice and support to families and carers.
Justice System Staff	Provide information and advice to police, magistrates and court services staff on psychological matters related to Youth Justice clients.
Other Agencies and Community	Work with other government agencies, Aboriginal Community Controlled Organisations (ACCO's) and NGOs in order to meet the needs of young people who offend. Provide advice and support to families and carers.

Role dimensions

Decision making

The position holder is generally guided by legislation, policies, guidelines and procedures encompassing the administration of Youth justice in New South Wales. Such legislation includes the WH&S Act 2011, *Young Offender's Act 1997*, *Children (Criminal Proceedings) Act 1987*, *Bail Act 2013*, *Children (Community Service Orders) Act 1987*, the *Children (Detention Centres) Act 1987* and the Crimes (Sentencing Procedures) Act 1999. The incumbent is also guided by the operational and strategic plans of Youth Justice.

Reporting line

The role reports to the Clinical Manager (Chief Psychologist) for all administrative and clinical supervision.

Direct reports

Nil

Budget/Expenditure

Nil

Key knowledge and experience

- Demonstrated expertise in the psychological assessment and treatment of adolescents, including mental health issues, cognitive impairment, and with respect to behaviour management.
- Demonstrated level of knowledge and understanding of contemporary concepts, principles and practices relevant to the psychological assessment and treatment of young people who offend.
- Demonstrated knowledge and ability with regards to criminogenic risk assessments, including risks related to sex and violent offending and associated interventions.
- Sound knowledge and understanding of the psychologist's ethical and legal obligations and professional accountability relating to agency policies and procedures.
- Knowledge of and respect for Aboriginal and Torres Strait Islander culture.
- Understanding and knowledge of the significant trauma and disadvantage young people experience. Display key understanding of the unique sensitive, cultural differences and social complexities of young people, their families and communities.
- Demonstrated cultural capability, which includes lived experience, knowledge and understanding of contemporary social issues affecting Aboriginal & Torres Strait Islander young people, including skills in identifying and/or responding to the diverse needs of Aboriginal young people experiencing significant trauma and disadvantage.

Essential requirements

- Minimum four year accredited qualification in psychology with current provisional or full registration with the Psychology Board of Australia.
- A current Drivers' Licence with ability and willingness to travel throughout NSW.
- Current NSW Working with Children Check clearance.

***Progression to Specialist Psychologist**

Assignment or progression to the Award classification of Specialist Psychologist will be subject to persons satisfying the criteria prescribed in the Award.

- Aboriginality (see notes below)

As an Identified role, this role is open only to Aboriginal and/or Torres Strait Islander persons, Australia's First Nations people.

Where a position is identified, an applicant's race is a genuine occupational qualification and authorised by Section 14(d) of the *Anti-Discrimination Act 1977*.

There are two alternatives to confirming your Aboriginality, one of which must be uploaded to be considered for the role as follows. **Either will be accepted:**

Confirmation of Aboriginality form

or

Written confirmation from 2-3 Aboriginal organisations within the community in which you live/work, which addresses the three criteria listed below:

- is of Aboriginal and/or Torres Strait Islander descent, and
- identifies as an Aboriginal and/or Torres Strait Islander person, and
- is accepted as a such by the Aboriginal and/or Torres Strait Islander community.

Appointments are also subject to reference checks. Some roles may also require the following checks/clearances:

- National Criminal History Record Check in accordance with the Disability Inclusion Act 2014
- Working with Children Check clearance in accordance with the Child Protection (Working with Children) Act 2012

Capabilities for the role


The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.

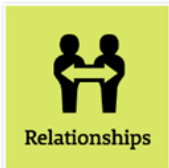

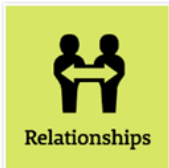
Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

FOCUS CAPABILITIES			
Capability group/sets	Capability name	Behavioural indicators	Level
 Personal Attributes	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	<ul style="list-style-type: none">• Represent the organisation in an honest, ethical and professional way and encourage others to do so• Act professionally and support a culture of integrity• Identify and explain ethical issues and set an example for others to follow	Adept

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
	Communicate Effectively Communicate clearly, actively listen to others, and respond with understanding and respect	<ul style="list-style-type: none"> • Ensure that others are aware of and understand the legislation and policy framework within which they operate • Act to prevent and report misconduct and illegal and inappropriate behaviour 	Adept
		<ul style="list-style-type: none"> • Tailor communication to diverse audiences • Clearly explain complex concepts and arguments to individuals and groups • Create opportunities for others to be heard, listen attentively and encourage them to express their views • Share information across teams and units to enable informed decision making • Write fluently in plain English and in a range of styles and formats • Use contemporary communication channels to share information, engage and interact with diverse audiences 	
		<ul style="list-style-type: none"> • Build a supportive and cooperative team environment • Share information and learning across teams • Acknowledge outcomes that were achieved by effective collaboration • Engage other teams and units to share information and jointly solve issues and problems • Support others in challenging situations • Use collaboration tools, including digital technologies, to work with others 	
	Work Collaboratively Collaborate with others and value their contribution	<ul style="list-style-type: none"> • Build a supportive and cooperative team environment • Share information and learning across teams • Acknowledge outcomes that were achieved by effective collaboration • Engage other teams and units to share information and jointly solve issues and problems • Support others in challenging situations • Use collaboration tools, including digital technologies, to work with others 	Intermediate
	Influence and Negotiate Gain consensus and commitment from others, and resolve issues and conflicts	<ul style="list-style-type: none"> • Negotiate from an informed and credible position • Lead and facilitate productive discussions with staff and stakeholders • Encourage others to talk, share and debate ideas to achieve a consensus 	Adept

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
		<ul style="list-style-type: none"> • Recognise diverse perspectives and the need for compromise in negotiating mutually agreed outcomes • Influence others with a fair and considered approach and sound arguments • Show sensitivity and understanding in resolving conflicts and differences • Manage challenging relationships with internal and external stakeholders • Anticipate and minimise conflict 	
	Think and Solve Problems Think, analyse and consider the broader context to develop practical solutions	<ul style="list-style-type: none"> • Research and apply critical- thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence • Anticipate, identify and address issues and potential problems that may have an impact on organisational objectives and the user experience • Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience • Seek contributions and ideas from people with diverse backgrounds and experience • Participate in and contribute to team or unit initiatives to resolve common issues or barriers to effectiveness • Identify and share business process improvements to enhance effectiveness 	Adept
	Technology Understand and use available technologies to maximise efficiencies and effectiveness	<ul style="list-style-type: none"> • Identify opportunities to use a broad range of technologies to collaborate • Monitor compliance with cyber security and the use of technology policies • Identify ways to maximise the value of available technology to achieve business strategies and outcomes • Monitor compliance with the organisation's records, information 	Adept

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
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and knowledge management requirements

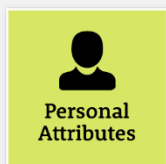
Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

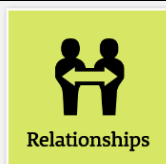
Note: capabilities listed as ‘not essential’ for this role is not relevant for recruitment purposes however may be relevant for future career development.

COMPLEMENTARY CAPABILITIES

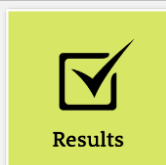
Capability Group/Sets	Capability Name	Description	Level
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Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Adept
Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Adept
Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Adept




Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Adept
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Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Adept
Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Adept
Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Intermediate

COMPLEMENTARY CAPABILITIES

Capability Group/Sets	Capability Name	Description	Level
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Foundational
	Project Management	Understand and apply effective project planning, coordination and control methods	Intermediate