



**MARIAN
COLLEGE**

Educational Psychologist

POSITION:	Educational Psychologist
REPORTS TO:	Assistant Principal – Student Wellbeing and Principal
ROLE TENURE:	Ongoing
FTE:	1.00
CONDITIONS:	Employment is in accordance with terms and conditions as outlined in the Catholic Education Multi-Employer Agreement (CEMEA 2022) Category B Level 4 Remuneration is dependent on skills and experience.

OVERVIEW

All staff members of Marian College are expected to actively support Catholic education in the Brigidine tradition, as articulated in the College's vision and mission statements. Staff are required to embody the values of [Kildare Ministries](#) in their professional conduct and in the relationships, they foster within the College community. Each staff member's role is designed to contribute to the best possible educational outcomes for all students, enhance the community's strengths and ensure careful stewardship of the College's resources.

ROLE DESCRIPTION

The Education Psychologist is appointed by the Principal and is accountable to the Assistant Principal: Student Wellbeing. They are expected to work in partnership with other members of the Counselling and Student Wellbeing Team, teachers and families.

CHILD SAFETY

All staff members must be familiar with and comply with the Marian College child-safe policy, code of conduct, and any other related policies or procedures. Demonstrating a duty of care to students in relation to their spiritual, physical, and mental wellbeing is paramount. Staff are expected to implement strategies that promote a healthy and positive learning environment, understand child safety standards and obligations, including mandatory reporting, and exhibit appropriate behaviors when engaging with children. Any concerns relating to child safety must be reported immediately. Any violations of school policies or codes of conduct will result in appropriate actions by the College.

RESPONSIBILITIES:

EDUCATIONAL & PSYCHOLOGICAL ASSESSMENT

- Conduct educational assessments, utilising school-purchased tools including cognitive testing, measurement of academic achievement, and screening for learning or communication difficulties to evaluate cognitive, academic, behavioural and social-emotional functioning.
- Undertake mental health assessments through clinical interviewing, observation, and collaboration with external professionals.
- Ensuring assessments are conducted in accordance with school processes and procedures

- Interpret assessment data and produce clear comprehensive evaluation reports for presentation to parents and share recommendations with school community.
- Demonstrate a thorough understanding of typical and atypical child and adolescent development, with a particular focus on girls.
- Apply knowledge of mental health disorders, self-harm, and risk assessment to ensure appropriate, timely, and effective responses.
- Coordinate with external professionals to refer students for appropriate assessments and support to inform further intervention.
- Support applications for Special Provisions and Educational Access Schemes, ensuring psychological processes and documentation are accurately maintained
- Deliver standard clinical professional services at an experienced level within the framework of College policies and guidelines, maintaining excellence in care and ethical standards.
- Provide staff training in the areas of behavior management, trauma informed practices and student mental health
- Support and development and implementation of the NCCD process especially in the documentation of adjustments in student programs.

COUNSELLING AND SUPPORT SERVICES

- Meet on a regular basis with the Assistant Principal – Student Wellbeing, and Director of Student Wellbeing, to review all cases and ensure the effectiveness of the wellbeing services being provided.
- Meet with the College Wellbeing Team to share case management and referrals information.
- Attend Student Wellbeing Team Meetings, Staff Meetings, and Briefings.
- Design and implement evidence-based interventions, preventative programs, and proactive initiatives in response to emerging trends in the school community.
- Offer individual and group counselling for students with emotional, social, behavioural, and learning concerns.
- Provide psychological intervention for students with identified diagnoses and complex biopsychosocial challenges and ensure appropriate documentation and follow-up.
- Consult with Assistant Principal – Student Wellbeing and the Counselling Team to arrange referrals to external services, liaise with providers for follow-ups, and network with community agencies for specialized student support.
- Develop resources and presentations to parents, participate in staff and student services meetings, and lead parent information sessions as required.
- Engage in College committees, collaborate with senior leadership, and provide data to inform programs and policies.

CHILD SAFETY

- Play a key role in the College's adherence to Ministerial Order No. 1359 (Child Safe Standards) and in strengthening a culture of child safety.
- Fulfil the role of a Child Protection Officer within the College.
- Contribute to the planning and provision of workshops and facilitate programs for students, staff and families in relation to Child Safety within the scope of psycho-education.
- Maintain confidential case notes and records in line with school policies and Kildare Education Ministries ethical guidelines

PROFESSIONAL LEARNING

- Engage in appropriate and regular supervision (supplied by the College).
- In consultation with the Assistant Principals and Directors, develop and implement a range of professional learning programs for school staff and whole school approaches that focus on student wellbeing and resilience.
- Provide one-on-one and group coaching to Community Leaders, Homeroom Teachers, equipping them with practical tools and approaches to support student wellbeing and engagement.
- Actively seek feedback and reflect on performance to contribute to continuous improvement in the role by participating in an Annual Review Process.

The Marian College community is committed to promoting the safety, wellbeing and inclusion of all students



OTHER

- Commit to ongoing professional development in your area of work.
- Be open to researching areas of interest guided by the College School Improvement Plan.
- Other duties as directed by the Principal.

ACCOUNTABILITIES FOR ALL STAFF @ MARIAN COLLEGE

GENERAL:

- Demonstrate alignment and support for the Catholic, Kildare Ministries and Brigidine ethos of the College.
- Develop and maintain positive relationships with staff, students, parents and the wider College community.
- Actively engage in and support the College's continuous improvement initiatives by collaborating with colleagues and participating in school improvement planning.
- Understand and adhere to all relevant KM/KEM and College policies and procedures.
- Participate in relevant staff meetings, assemblies, College masses, community days, and professional learning sessions.
- Uphold a duty of care for students' physical and mental wellbeing.
- Follow the College's professional dress code.
- Participate in College community evenings and events as appropriate.

RISK AND OCCUPATIONAL HEALTH AND SAFETY:

- Comply with legislated occupational health and safety practices.
- Observe safe work practices in accordance with training and instruction given.
- Identify, report and where appropriate, action risks/hazards in order to eliminate or mitigate against the risk recurring.

KEY SELECTION CRITERIA

1. A Degree in Psychology
2. Demonstrated ability in counselling which reflects current therapeutic practices in working with young people and their families, who may come from a variety of backgrounds
3. Evidence of well-developed interpersonal, written and oral communication skills appropriate to a range of contexts
4. Demonstrated ability to establish and maintain effective consultative and working relationships with people from diverse professional, cultural and linguistic backgrounds that enhance the provision of effective services for students at risk
5. Experience in an educational setting is preferable along with a demonstrated understanding of the implications of being a psychologist in a Catholic school
6. Proven ability to work effectively as a team member, as well as independently, with demonstrated high-level organisational and time management skills

QUALIFICATIONS

Essential:

- Must be fully registered with the Australian Health Practitioners Registration agency, Psychology board of Australia or equivalent e.g. Psychotherapy and Counselling Federation of Australia (PACFA).
- Experience working within an educational setting ability to lead, develop, enhance and facilitate wellbeing practices within a College context.
- Working with Children Check and Current Police Check.

Desirable:

- Eligible for membership of the Australian Psychological Society.
- Eligible for membership of the College of Educational and Developmental Psychologists.
- Demonstrable understanding and experience in the area of Positive Psychology.
- Background in educational and developmental psychology.
- Experience working in a school setting with adolescents.