

JOB DESCRIPTION

PSYCHOLOGIST – SENIOR SCHOOL

Employment Conditions	Fulltime, ongoing subject to successful completion of 6 month probation period
	In accordance with the St Mary's Anglican Girls' School (Inc) Enterprise Agreement
Reports to	Head of Psychology Services
Last Revised	June 2025

Our overarching purpose is **to engage hearts and ignite curious minds.**

Our intent is to enable staff to flourish in a supportive and inspirational environment that encourages personal and professional growth.

OUR PURPOSE: To engage hearts and ignite curious minds.

OUR VALUES: • Courage • Respect • Aspiration • Compassion • Integrity

Proud of our legacy of academic excellence, St Mary's is grounded in Anglican faith and a strong sense of community. At St Mary's, every student is supported by passionate, experienced staff who bring out the best in each girl within our inclusive and nurturing environment.

At St Mary's, we aim to inspire our students to thrive and fully engage in every aspect of their educational journey. Central to this vision is the holistic wellbeing of every student. The School Psychologist plays a vital role in supporting this mission by providing timely, short-term psychological support services that empower students to navigate challenges, build resilience, and flourish both academically and personally. Grounded in a compassionate, student-centred approach, this position focuses on providing accessible, early psychological intervention to support students' emotional wellbeing, learning, and experience at school.

ROLE

The Senior School Psychologist is a key member of the school's Psychology Team, which consists of six psychologists working collaboratively across the Junior and Senior Schools. This role is focused on supporting the wellbeing and mental health of students within designated year groups in the Senior School. Working closely with the Heads of Year and the Deans of Students and Wellbeing, the Senior School Psychologist plays an important role in identifying students experiencing difficulties and planning appropriate support. This includes providing early intervention, delivering short-term counselling, offering support strategies for teaching staff, and facilitating referrals to external mental health services when needed.

The psychologist will also contribute to a proactive and preventative approach to mental health and wellbeing, assisting students in developing strategies to manage challenges, improve resilience, and maintain engagement in their learning and school life.

KEY RESPONSIBILITIES

- Provide short-term, evidence-based psychological support and interventions to students within the allocated year levels.
- Work in close partnership with the Wellbeing team, Executive, and Boarding staff to identify and monitor students who may need support.
- Provide consultation and advice to teaching and pastoral care staff regarding student wellbeing and appropriate support strategies.
- Communicate with parents and families to support student wellbeing.
- Facilitate and support referrals to external mental health professionals and services when longer-term or specialised care is needed.
- Consult with external professionals to understand ongoing support needs for students at school.
- Actively participate in school meetings to plan student management and student support.
- Support ongoing professional development of teachers and other school staff around mental health and social-emotional needs of students.
- Maintain professional standards, including appropriately managing confidentiality, maintaining appropriate records in line with school policies and ethical guidelines.
- Contribute to the development and delivery of preventative mental health initiatives within the Senior School.
- Participate in regular supervision, team meetings, and professional development opportunities as part of the Psychology Team.
- Be involved in the co-curricular activities at the school, such as facilitating a Link group when required, attending house events, and attending one outdoor education program annually.

The above is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the position. Occasionally, this position may entail work outside of standard working hours.

EDUCATION, EXPERIENCE, SKILLS AND PERSONAL QUALITIES

Education/Qualifications

Essential

- Relevant Tertiary qualifications in Psychology
- Registration as a Psychologist with the Psychology Board of Australia (AHPRA).

Experience and Skills

Essential

- Specialist knowledge of the social, emotional, and developmental needs of adolescents.
- Exemplary counselling experience and commitment to evidence-based psychological interventions with adolescents, preferably in a school or related youth mental health setting.
- Strong interpersonal skills and the ability to build rapport with adolescents.
- A strong team-oriented approach, with the ability to work collaboratively and effectively with colleagues across the school and the wider educational community.
- A collaborative and professional approach to building partnerships with external mental health and support services.
- Well-developed planning, organisational, and problem-solving skills, with the ability to manage competing priorities in a dynamic school environment.

PSYCHOLOGIST – SENIOR SCHOOL

- Excellent interpersonal and communication skills, both verbal and written, with the capacity to engage with all members of the school community, while maintaining discretion and confidentiality.
- A commitment to ongoing professional learning and the desire to be part of a dynamic educational team.
- Maintain a high level of resilience and emotional agility.
- With personal responsibility and through collaboration and teamwork, be able to successfully navigate and manage change.
- Be able to use your personal and problem-solving skills to manage and work collaboratively through conflict, to resolution.

WORKING RELATIONSHIPS

Internal

Principal
Deputy Principal
Executive Staff
Dean of Students
Associate Deans of Students
Associate Dean of Wellbeing
Head of Psychology Services
Heads of Year and Head of Learning Support
School Psychologist team
Teaching and Administrative staff
Students

External

Parents, guardians or relatives of students
Outside agencies and specialists

OUR COMMITMENT TO CHILD SAFETY AND CHRISTIAN VALUES

St Mary's Anglican Girls' School is a child safe environment. Our school actively promotes the safety and wellbeing of all students, and all school staff are expected to be committed to protecting students from abuse or harm in the school environment, in accordance with their legal obligations and in accordance with the St Mary's Child Safe Policies and Codes of Conduct. A valid Working with Children Card and National Police Clearance are required for all employees at St Mary's Anglican Girls' School.

St Mary's is an Anglican school and applicants should be able to demonstrate empathy with and support for the School's Christian values.

St Mary's is a non-smoking campus and all staff are expected to adhere to this.