

24 May 2010

Attention: Chair, Psychology Board of Australia

Consultation Paper on Psychological Testing – 18 May 2010

With respect, I ask the Board to consider how confusing it is:

1. For people to understand the role of psychologists and interrelationships between different areas of psychology.

see Attachment A - career psychology and organisational psychology

2. For people to understand ways employers and government agencies use psychological assessment.

See Attachment B - employer requirements, qualifications, job duties.

To assist the general public, it would seem that professional titles of psychologists, minimum qualifications for psychological test users, and a code of fair testing practices need to be carefully defined.

Thank you.

Sincerely,

Mariana Brkich, M. App. Psych (Occ), MAPS
Psychologist.

Career Dynamics Pty Ltd
PO Box 205
Hawthorn Victoria 3122

www.careerdynamics.com.au

ATTACHMENT A

Understanding the Role of Psychologists

Focus:

- Career
- Vocational
- Occupational
- Organisational

OCCUPATIONAL PSYCHOLOGISTS

American Psychological Association

|
Division of **Organisational Psychology**

European Association of Work and Organisational Psychology

|
For example: EAWOP and EFPA established a joint Task Force in 2003, whose mission is to define the minimum European qualifications for test users in the field of occupational psychology.

British Psychological Society

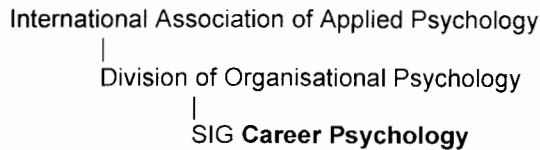
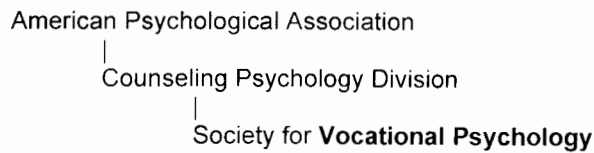
|
Division of **Occupational Psychology**
Statutory title - (one of 7 domains) "occupational psychologist"

Occupational psychologists contribute to an organization's success by improving the performance and well-being of its people.

- Job design and analysis
- Recruitment and selection
- Performance appraisal/management
- Individual assessment and psychometrics
- Occupational safety and accident prevention
- Rewards, benefits and compensation
- Training design, delivery and evaluation
- Career development and skills development
- Motivation in the workplace
- Group behavior
- Team effectiveness
- Job satisfaction and commitment
- Counter-productive behavior
- Leadership

Occupational psychology applies psychology to careers, organizations and the workplace. (also known as *industrial-organizational psychology*, *I-O psychology*, *work psychology*, *organizational psychology*, *personnel psychology*, *career psychology*, *work and organizational psychology*, *occupational health psychology*).

CAREER PSYCHOLOGISTS



Career psychologists use their knowledge and expertise in career development theory and career counseling techniques to assist individuals with career issues, choices and transitions.

Career Psychology

- Career beliefs
- Career counseling for gifted individuals
- Career counseling for women in management
- Career decision making (processes, barriers, outcomes)
- Career development issues of people with disabilities
- Career development theories
- Career narratives, career concerns
- Career psychology of women
- Change and transition
- Cognitive factors related to career decision making and choice
- Cross cultural issues
- Development of vocational interests
- Educational pathways, training/study majors
- Essentials for women's mental health
- Evaluation of and coping with occupational stress
- Gender and dual career families
- Mechanisms for career development
- Models of vocational indecision
- Occupational and task-specific self-efficacy beliefs
- Occupations, jobs, potential pathways
- Perceptions and attributions of occupations, occupational titles
- Personality and career choice and development
- Personality and vocational assessment
- Psychological consultation in business and industry
- Self concept, self-esteem and career behavior
- Unemployment
- Unrealistic choices
- Vocational and career education
- Vocational personality types
- Well-being, satisfaction, stability, achievement
- Work Adjustment
- Work values, needs, career salience

**Understanding
Employer Requirements**

Focus:

- **Employees**
- **Executives**
- **Work teams**
- **Job Seekers**
- **Injured workers**
- **Retrenched workers**




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Consultant - Talent Management / HR

Hudson Talent Management is currently seeking an experienced, success driven business development and HR professional, with an understanding of Organisational Psychology, Careers Management and/or Outplacement Services to join our Adelaide team

This is a unique opportunity for an individual with a solid foundation in commercial Organisational Psychology, HR or recruitment to significantly progress their career in a senior consultative role in the Adelaide market.

Hudson Talent Management offers a diverse range of HR Consulting solutions to Australian and international markets. The business specialises in:

- Assessment and Development centres
- Psychometric Assessment
- Organisational Design (e.g. Job & Competency Profiling)
- Training (e.g. Coach training and Interview skills training)
- Leadership Development
- Surveys (360, Exit, Engagement, Culture)
- Career Management and Outplacement

As a consultant, you will take a lead role in building and nurturing strong relationships with both existing and new clients with the specific aim of enabling them to reach their business goals through their people. On a daily basis, you will identify new business opportunities and consult with clients to develop tailored Talent Management solutions. You will be providing solutions that help facilitate a smooth change process while organisations grow, downsize, merge, acquire and divest. These programs are geared towards reducing the risks associated with change, providing departing employees with practical support and equipping managers with the skills they need to confidently manage the change process.

This is a fantastic opportunity to join a global business that offers a completely transparent remuneration structure including performance based incentives, professional development and unparalleled career opportunities in Australia and around the world.

To submit your application, in strict confidence, please apply online using the appropriate link below. Alternatively, for a confidential discussion, please contact Georgie White in the Melbourne office on (03) 9623 6624.

Email. Please click the 'Apply Now' button below.

jobs.hudson.com

11 May 2010

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Classification:

Healthcare & Medical
Psychology/Counselling

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Full, part-time, contract & temp

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Any Area



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Psychologist - Manpower - Australia HR

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Psychologist

- **Adelaide**
- **Take a step into the rest of your Career!**
- **Permanent Full Time role; although expressions of interest in PT work will be considered**

With the world of work rapidly changing, we play an important role in shaping companies and helping people. Supporting our business to find the right people for our clients and the right jobs for our candidates requires flexibility, innovation, fresh ideas and talented people like you!

Defence Force Recruiting (DFR) is a collaborative arrangement between Manpower Services Australia (Manpower) and the Australian Defence Force (ADF). It is an arrangement that sees Manpower provide recruitment solutions to the ADF, for the recruiting of all ADF positions.

An outstanding opportunity has become available for a Psychologist to join our team in Adelaide.

Your primary tasks will include:

- Supervision of testing and debriefing of unsuccessful candidates
- Conducting psychological risk assessments using a semi-structured format
- Reporting to DFR recruitment staff on the psychological suitability and training potential of candidates for service within the ADF

In exchange, we give you:

- Effective training right from the start to help you grow into the role
- The opportunity to gain Defence accreditation as a psychologist

It is essential that you hold qualifications and experience appropriate for State registration as a psychologist.

You will have experience in interpreting a range of psychometric tests, interviewing skills and be able to demonstrate the ability to plan ahead and follow-up. You will need computer literacy and the ability to work independently as well as in a small team environment.

Your ability to operate flexibly, exercise professional judgement, communicate effectively with people of different backgrounds, meet deadlines, coupled with exceptional planning and organisational skills will ensure you are competitive.

For a confidential career discussion call David Ward on 0402336440 or to apply directly please forward your application letter and resume to dward@dfrc.com.au quoting reference number 2610R1604.

APPLICATIONS CLOSE: 17 May 2010

PLEASE NOTE: to work for DFR you must be an Australian Citizen.

Visit www.manpower.com.au

Mary-Ellen Rodrigues
 Email: Please click the 'Apply Now' button below.
[Manpower Privacy Statement](#)

30 Apr 2010

Location:

Adelaide

Classification:

Healthcare & Medical
Other

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Executive Search & Selection Assistant

- Vincents Executive Search & Selection

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14 May 2010

 location:
 Brisbane

 Classification:
 Administration
 PA/Executive Assistant

- Great career opportunity
- Excellent salary + working conditions
- Level 34 Brisbane CBD location and new offices

The Executive Search & Selection Division of Vincents Chartered Accountants is seeking an experienced administration assistant. Reporting to the Director and working with two consultants, you will be responsible for a broad range of duties associated with recruitment for external clients.

Established for 20 years, Vincents Chartered Accountants is an Australian firm of business consultants and accounting experts. Dedicated to delivering exceptional specialist services, Vincents has been the winner of 11 BRW Client Choice Awards in 2007, 2008, 2009 & 2010.

Specifically your duties will include:

- Taking notes during candidate interviews
- Assistance with marketing of the division
- Administration of psychological assessments
- Arranging client meetings and candidate interviews
- General administration of search and selection assignments
- Assistance in the preparation of advertisements, position profiles and shortlist reports

This role requires:

- Professional presentation
- Exceptional attention to detail
- Well developed verbal and written communication skills
- The ability to work autonomously and demonstrate initiative
- High proficiency in using Microsoft Office Suite and Outlook
- The ability to complete multiple tasks and meet deadlines through planning and prioritising

We offer:

- Level 34 Brisbane CBD location and brand new offices
- High level of regular contact with clients and candidates
- Exposure to the search & selection process across a diverse range of industries and positions
- Ability to establish yourself in an interesting career position with a broad scope of responsibilities

Ideally you will have experience working within a sales or customer-centric service environment, adaptable working style and the ability to communicate effectively with a broad range of people

Previous experience in an administration role is preferable.

A competitive salary commensurate with your skills and experience will be negotiated

To apply click on the Apply Now button below. Submit your application by attaching your cover letter and resume in MS Word only. All applications will be acknowledged by email and initial enquiries may be directed to Lauren Slade on (07) 3228 4212.

Applications to be submitted by Wednesday 26th May 2010
 Email: Please click the 'Apply Now' button below.

Diploma of Business Administration
 Certificate III in Business Administration (Accounting)
 Certificate III in Business Administration

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Professional Services Coordinator - Recruitment Solutions

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Professional Services Coordinator

- Fantastic Location - CBD Corporate Offices
- Interactive role dealing with clients on a day to day basis
- Market leader - psychometric assessments

Chandler Macleod Group Consulting comprises the respected brands of CompAssess, Chandler Macleod Consulting, the Mettle Group, Proteus and PDI Ninth House. We are specialists in the delivery of client solutions, including organisational and individual assessment, culture and leadership development, training and career transition management. An opportunity exists to join the team based in Sydney's CBD mainly to support Chandler Macleod Consulting.

As our Professional Services Coordinator, you will be responsible for providing support and assistance to our candidates and clients, particularly in relation to the administration of psychometric assessments. The role is varied and you will be interacting with both consultants and clients to ensure that our service delivery is positive and efficient.

This position interacts with a number of internal and external stakeholders and will liaise with highly customer-centric Consultant Psychologists. The role may also include general administration, co-ordinating bookings and appointments, liaising with suppliers, preparing reports, formatting documents and ad hoc typing.

To be successful in this pivotal role you will be one of those rare people who enjoys multi-tasking but can also attend to detail, who is outgoing but can also focus on a task independently, and who is mature, patient and friendly. You will also possess the following essential qualities:

- ??? Excellent written and verbal communication
- ??? Strong time management and prioritisation skills
- ??? Proven customer service and strong interpersonal skills
- ??? A genuine interest and desire to help others
- ??? Reliable, quality focused approach
- ??? Team oriented, 'can do' and flexible outlook
- ??? General administration experience
- ??? Experience in a role where confidentiality is critical
- ??? Strong Microsoft Office skills

The person who secures this role will join a high performing, supportive and friendly team, and have their effort and commitment recognised and rewarded.

Do not hesitate APPLY NOW!

Reference Number: PC314AE2304CMG
 Contact Name: Alexandria Edge
 Telephone Number: (02) 9269 8623

Apply online at www.recruitmentsolutions.com.au



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17 May 2010

Location: Sydney - inner

Classification: Administration

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Chandler Macleod Internship

- Chandler Macleod Internship
- 4 Month Placement in one of Australia's Top Consulting Firms
- Gain Invaluable experience working with a Team of Organisational Psychologists

Established in 1959 as an Industrial Psychology firm, the now Chandler Macleod Limited has since diversified and is now one of Australasia's largest and most highly regarded Human Capital Management Consultancies. Chandler Macleod is committed to delivering outstanding services in the area of HR Strategy, assessment, selection, recruitment, development and retention of people.

The Chandler Macleod Internship has been designed to provide psychology students with a structured program for experience and development within Chandler Macleod Limited. We are looking for a select group of university students with an interest in organisational psychology, to work within our Brisbane team from the end of July to early November 2010, in an unpaid capacity.


We ask that you commit to one day per week, every week for the duration of the placement. Your tasks will be many and varied, with the main focus being in the area of psychological test administration.

The Chandler Macleod Internship will allow you to develop contacts in the organisational psychology/consulting field and will enable you to gain invaluable experience which will add to your resume and assist you in your future career.

If you require further information, please contact Bre James directly on (07) 3003 7767.

To apply for the internship, please complete the attached questionnaire and send your application through this website www.chandlermacleod.com/jobs

Reference Number: BJ2010SEM2
Contact Name: Bre James
Telephone Number: 07 3003 7767



www.chandlermacleod.com

18 May 2010

Location:
Brisbane

Classification:
Consulting & Corp. Strategy
Consulting

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Consultant Psychologist - Davidson Trahaire Corpsych

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28 Apr 2010

Local on:
 Sydney - inner

Classification:
 Healthcare & Medical
 Psychology/Counselling

Consultant Psychologist

- Rewarding and unique career opportunity
- Highly challenging and varied role
- Dynamic and progressive Market Leader

Davidson Trahaire Corpsych provides services to more than 2000 organisations across the private, public and not for profit sectors. We currently have a position for an experienced registered Psychologist to join our mobile team of professionals providing the following:

Trauma management, attending critical incidents and conducting clinical assessment, treatment, counselling and management support

Organisational change management: providing support and guidance to staff and managers within organisations undergoing major change

Grief and bereavement counselling: attending workplaces to provide immediate on-site support for those experiencing grief and loss

Coaching and development: coaching staff at all levels in areas such as resilience, stress management, communication and positive psychology

Training and facilitation: running groups and workshops for organisations on any of the above mentioned areas

The successful applicant will need to possess the following:

- Minimum of two years professional experience post-registration
- experience treating clients having undergone traumatic events
- strong counselling and relationship building skills
- competence providing cognitive and behavioural interventions
- excellent verbal and written communication
- current drivers licence and transport

In return you will receive:

- interesting, challenging and varied work
- opportunities to develop a career path within a growing organisation
- attractive remuneration and benefits
- autonomy and independence to manage your work
- strong team support and ongoing professional development

To apply please email your CV to Justin Simmonds
jsimmonds@davcorp.com.au

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Full, part-time, contract & temp

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Any Area



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Learning & Development Manager

- **Autonomy to set & drive regional L&D agenda**
- **Work directly with the senior team**

Bunnings is Australia's & NZ's leading & most innovative retailer of home improvement & outdoor living products & is a major supplier of building materials. With an **ongoing expansion** program, we operate 240 plus warehouses & stores, 28 Trade Centre's & 7 Frame & Truss plants, employing over 30,000 team members.

Our working environment & culture are unique. It is important to us to maintain a strong sense of engagement within each store which extends to our customers & the community. We service our customers by creating a place for our team where they are safe, valued & provided with development. This is where you come in!

Reporting to the Regional HR Manager in WA, day to day & functionally to the Group OD Manager, you will **plan & deliver Leadership & Team Member Development programmes** in your region. You will work closely with senior management & the HR team in WA & also have significant interaction with colleagues across Australia & NZ. You **contribute** to the development of the **national OD agenda** & in particular the learning programmes. From time to time you may even lead national projects

You must possess:

- Qualifications in human resources or adult learning
- Certificate IV in Workplace Training & Assessment
- Diploma in Frontline Management or equivalent
- Exceptional facilitation skills, especially in management programmes
- Highly developed written & verbal communication skills
- Ability to build relationships with a variety of stakeholders
- Able to equally use theory, experience & metrics to make decisions
- Well developed planning & organisational skills
- Ability to work autonomously & within a team environment
- Working knowledge of Microsoft Office

Ideally you possess experience in a HR or frontline management role within a retail environment or large multi site organisation & accreditation in psychological assessment & development tools such as TMS, MBTI or HDBI. There is regular local & occasional interstate travel.

A **competitive salary package** will be offered, along with a flexible & informal work environment. There is also a **range of benefits**, including a study support scheme, parental leave & discount card. There is no ceiling on what you can achieve & Bunnings is a strong advocate of career progression.

Information about Bunnings is available by visiting www.bunnings.com.au.

Applications can be emailed by clicking on the apply button below or posted to the attention of the HR Manager, Locked Bag 20, Welshpool WA, 6966
Email: Please click the 'Apply Now' button below.

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21 May 2010

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Perth

Classification:
HR & Recruitment
Training & Development

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Bachelor of Applied Social Science (Human Resource Management)
Certificate IV in Human Resources

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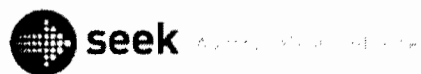
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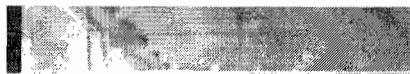
psychological assessment

Any Classification

Any Location



Listed 19 May 2010



DCP (Darwin Consultant Psychologists) is a Northern Territory based company, with offices located on the boardwalk of the Frances Bay Marina in tropical, cosmopolitan Darwin. DCP is a leading provider of a broad range of psychology services in the Northern Territory, including EAP services. DCP has created two advanced practitioner positions to meet the demand from client organizations for the delivery of high level consulting psychology services.

This is a highly autonomous role, although the ability to work as part of a team and demonstrate a high level of initiative, flexibility and responsiveness is essential. This role provides excellent career development opportunities for those interested in developing clinical and/or consulting skills through exposure to exciting and challenging work across a range of client groups.

At the current time DCP psychologists work as a team to deliver the following services:

- Psychological assessment and counseling services across a range of interventions to a clients with various presentations. Referrals may initiate through an EAP, but often require ongoing assistance through Employer, Insurer or Medicare funded arrangements.
- Trauma management including attending critical incidents and providing immediate ongoing clinical and organisational assessment, review and support.
- Vocational assessment and counselling.
- Organisational consulting to deliver effective interventions in response to complex workplace or employee issues. Interventions may include workplace assessment, coaching and development, workshops, and group facilitation
- Alternative dispute resolution regarding workplace issues, including mediation services.
- Assessment and reporting in the areas of worker's compensation, fitness for duty, and civil litigation.
- Assessment and reporting on matters relating to intellectual impairment and disability.

The successful applicant would ideally possess the following:

- Minimum two years of professional experience in a Psychologist role post-registration.
- Previous clinical experience in assessment, DSM-IV diagnosis and treatment of adults with a range of psychological presentations.
- An understanding of organisational and workplace issues.
- Previous experience in vocational rehabilitation, professional-service delivery or consulting.
- The ability to provide group interventions in response to referrals.
- Eligibility for unconditional Registration as a Psychologist in the Northern Territory.
- Excellent communication skills to develop good rapport and liaise with stakeholders including general practitioners, psychiatrists, insurers, executive managers, human resource personnel, and legal practitioners.
- Excellent report writing ability.
- Current driver's license and transport.
- A genuine interest in residing or remaining in Darwin.

In return you will achieve:

- An attractive and highly competitive remuneration.
- The opportunity to consult at a high level and gain exposure to service delivery within a diverse and successful private practice.
- The opportunity to develop upon your current skills in an environment that rewards hard work and initiative
- Autonomy and independence to manage your work with peer support.
- High level administration and secretarial support.

To apply please email your CV together with an Expression of Interest outlining your commitment to residing in Darwin and your availability to commence a position with DCP to dcp@dcpnt.com.au. All applications will be treated strictly commercial-in-confidence.

Ms Kerrie Smail
Administration Manager
Ph: 89 415369
dcp@dcpnt.com.au





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Senior Psychologist - Safety [People Solutions](#)

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Perth - Inner

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Classification

Consulting & Corp. Strategy Consulting

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People Solutions Australasia has recently developed one of the most innovative behavioural safety assessments available in the market today. This has led to significant interest and business opportunity from our range of top 100 mining and resources clients. Through our Perth and Brisbane offices we provide services to some of Australia's most high profile corporates.

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People Solutions is a team of Organisational Psychologists and we are looking to appointment a Senior Psychologist - Safety, to our team to develop and expand this business opportunity. You will be experienced in applying behavioural safety programs and confident in proactively developing networks and contacts at all levels of business

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As a senior member of the team we expect you would have an ambition to grow the business, and in a short time frame would have an independent business team in what is currently a growing and profitable business. The rewards for success will be considerable.

Our work environment has a strong worklife balance focus and in joining us you would work in a collegiate team of professionals. Some of the key criteria for success in this environment include:

- Registered Psychologist with the Psychologists Board of WA.
- A strong understanding of safety principles and experience in working with clients to develop behavioural safety solutions
- The skills to apply coaching and facilitation to teams and individuals
- An entrepreneurial, energetic spirit

Should you wish to discuss the opportunity in complete confidence, please contact Stephen Bowler, Chief Executive Officer on 9388 0300

Master of Employment Relations
Graduate Certificate in Employment Relations
MCITP Database Developer

Stephen Bowler

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organisational+psychologist

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Full, part-time, contract & temp

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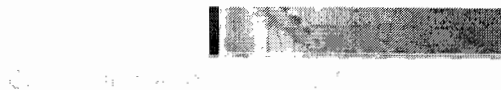
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 Location:
 Sydney - inner

 Classification:
 Consulting & Corp. Strategy
 Analyst
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- **Consulting opportunity for graduate with 0-2 years experience**
- **Analytical role for person with strong quantitative & problem-solving skills**
- **Dynamic, boutique management consultancy with a fun team environment**
- **Sydney-based**

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Bendelta (see www.bendelta.com) is a highly successful management consulting firm based in Sydney and Melbourne, providing business strategy solutions, organisational development and leadership to blue-chip organisations in Australia and internationally. Analysis plays a large role in our work, in terms of both conducting qualitative and quantitative research, and designing and managing online measurement tools.

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We have an exciting opportunity for an emerging consultant with strong analytical and quantitative skills to join our outstanding team. You would have the opportunity to contribute to our projects through research and analysis, problem solving, and in designing and managing our tools and processes such as online surveys and 360-degree assessments.

The role will initially have a focus on managing existing survey processes, but there will quickly be scope for you to create your own tools, explore new technology opportunities and contribute more broadly to consulting projects. There will also be great opportunities to learn from highly skilled consultants in these areas.

This combination of intellectual challenge and commercial exposure will appeal to top-calibre candidates with high levels of intelligence, initiative, and organisational ability. You must have either post-graduate qualifications or outstanding under-graduate grades. You will also possess advanced MS Excel skills, and be familiar with database design (e.g. SQL) and statistical analyses. Ideally, you will have some experience with creating macros and automating tasks in MS Office applications.

In return, Bendelta offers:

- A chance to get involved in very important consulting projects
- Opportunities to work closely with, and learn from, a very high-calibre team, including internationally renowned strategists and psychologists;
- An informal, non-hierarchical working environment which values success, commercialism, excellence, personal growth and fun;
- Attractive rewards and benefits;
- Access to great career and professional growth opportunities

To apply please e-mail your CV and Cover Letter to
 Annemarie.Maypothier@bendelta.com

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Any Location

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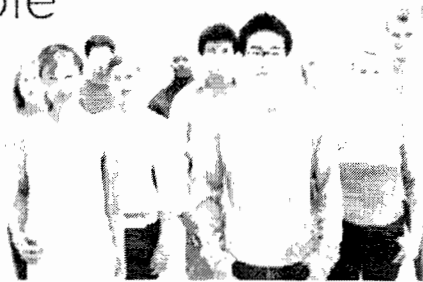
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Changing the way we treat people



With billions committed to transforming health into the sustainable system we all know it needs to be we're changing the way we do many things. This is a big, revolutionary step for us, and a meaningful but necessary one for the people we treat. All we need now is you to help make it happen.

ORGANISATIONAL CHANGE PSYCHOLOGIST/CONSULTANT

. SA Health, Adelaide CBD . Indicative Total Remuneration: \$80,362 - \$87,233 - Temp F/T - ASO7 This is an outstanding opportunity to contribute at a strategic and operational level to support organisational change and performance enhancement. Working with a professional and dynamic team, and with excellent conditions of employment, you will collaborate with senior managers and HR professionals to build organisational capacity. Key areas of focus will be leadership, team effectiveness, culture, change management, contemporary performance review processes, and behaviour and values programs. Ideally, eligible for membership of the College of Organisational Psychologists of the Australian Psychological Society, you will be experienced in the design and implementation of workforce programs and behaviour interventions. You will be capable of facilitating group discussion regarding difficult issues, coaching and mentoring managers to lead change and develop team effectiveness. Job Ref: 3091. ** Before applying, please ensure you download the Job Pack via the hyperlink below to view the position description and application/enquiries details **.



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Research Consultant / Project Manager - Insync Surveys

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Research Consultant / Project Manager

2009 BRW Fast 100 Company
 Melbourne CBD Location

Are you an experienced Org Psych or market/social researcher? If so, you could find the mental stimulation, career path and dynamic team you've been looking for in this role.

Insync Surveys - www.insyncsurveys.com.au - delivers customer, employee and board surveys. With 45 staff across offices in Melbourne, Sydney and Perth, we're now the largest Australian provider of our type. Our regional ambitions in the Asia Pacific mean that this is just the beginning. We were recently recognised as a 2009 BRW Fast 100 company, based on strong growth in the last three years. Our own annual customer survey also tells us that our clients love our talented people. With a proud history and over 800,000 survey responses in our databases, we work with some of Australia's top companies, universities, govt departments and not-for-profits. We help to improve the performance of organisations and the working lives of their people by providing useful information from a range of stakeholder perspectives.

Our Research Project Managers (RPMs) oversee the survey process from beginning to end. This includes survey design, administration, analysis and reporting, including individual and group interviews, focus groups, debriefs and post survey consulting. Successful RPMs must listen carefully to client needs, have exceptional time management skills, be able to communicate and present effectively, possess the ability to analyse data and apply academic concepts to real world situations.

You are probably already a practicing Psychologist in the OD arena or an experienced Market/Social Researcher working in the field of customer research. Specifically, we are seeking:

- A sophisticated, engaging researcher/consultant with a keen ability to think strategically, listen to and understand clients' needs
- A person who can partner with clients to devise initiatives/actions based on frameworks such as organisation alignment, employee engagement, organisational development, leadership and/or customer advocacy and customer engagement
- A highly skilled presenter who possesses excellent communication skills
- A professional who has outstanding attention to detail
- Highly organized person, who employs effective time management and prioritisation strategies in their everyday work
- A positive, sharing and open minded person

We'd also love it if you were:

- Tertiary qualified (i.e. Post grad Psychology, Research or Marketing qualifications)
- Proficient in advanced survey design and statistical analysis, preferably with some advanced techniques such as SEM or choice modeling.
- Able to use SPSS text analysis

In turn, this role will offer you the chance to work as a true consultant, proactively engaging in daily client interaction and developing deep and satisfying partnerships with clients. You will also broaden your current survey and diagnostic experience into board and community research, working with a broad range of clients from differing sectors and industries, nationally and across the globe.

Furthermore you will also be trained in our LEAN six sigma based project management methodology. This ensures our clients get the most out of our measurement products.

To be successful for this role you will also need to fit our dynamic culture. We source positive thinkers, team players, respectful, forgiving, innovative, professional people with a

18 May 2010

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Melbourne - innerClassification
Sales & Marketing
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passion for the industry.

Important information for applicants: Fitting into our culture is very important, so ask yourself: "Am I an optimist? Do I laugh in the office? Am I prepared to do volunteer work in the community? Am I keen to do things differently to reduce my environmental impact? Is work a positive part of my life experience? Do I care about the wellbeing of my colleagues? Do I tell it like it is, without the spin?" These questions come out of behaviours that have been observed in our office, not a meaningless aspirational statement

This is an exceptional opportunity to work for one of Australia's most successful survey companies. Please submit all applications by clicking on the link below. Confidential discussions can be arranged if requested.

Diploma of Marketing
Certificate IV in Marketing
Diploma of Marketing

Email: Please click the 'Apply Now' button below.

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- North Shore based office (close to train station)
- Professional, dynamic team
- Interesting and personally rewarding role

The Sydney Counselling Centre is offering an excellent opportunity for an experienced Recruitment Consultant and/or Careers Counsellor to utilise their skills working with people with psychological disorders, mental health issues and/or other physical disabilities.

Working with a case-load of 50 clients at a time, 80% of your time will be spent working directly with job seekers developing interview and job search skills and moving forward, assisting them to achieve their employment goals. This may involve vocational assessments, resume preparation, addressing psychological barriers and providing support and guidance during the employment job search process. The remainder of your time will be focussed on canvassing prospective employers and liaising with other community agencies to assist your clients

This is a terrific opportunity for someone wanting to extend their experience to a new field and offers training along with a supportive, friendly work environment. Clinical counselling experience and/or training will be highly regarded.

Competitive salary package (depending on qualifications and experience) plus eligibility the Centre's incentive program. Supervision for the NSW Psychologists Registration Board may be available.

Please forward your resume to Dr Gary Banks via the SEEK application link below

Please understand that only shortlisted candidates will be contacted.

Dr Gary Banks, Director
Sydney Counselling Centre
gkbanks@sydneycounselling.com.au

Software Testing Foundation
IT Foundation Exam
MCITP Database Administrator

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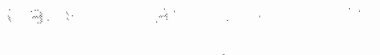
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Job Capacity Assessor - Camden/Campbelltown and Wollongong - Advanced Personnel Management

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APM is the leading national private provider of assessment and rehabilitation services for the disability and injury management sectors.

THE POSITION:

Under the welfare to work scheme, Job Capacity Assessments (JCA's) will assist in the identification of barriers to work followed by the recommendation of interventions to overcome these barriers and assist people to return safely to the workforce. The role involves working in Camden/Campbelltown and 1 day in Wollongong.


- Excellent salary package
- A comprehensive induction program with ongoing support
- Rewards quality and hard work performance
- Access system from home with the opportunity to finish reports from home (work from home)
- Opportunity for internal promotions
- Work mobile phone and laptop

THE PERSON:

APM seek an energetic and resourceful professional with tertiary qualifications in Occupational Therapy, Physiotherapy, Accredited Exercise Physiology, Rehabilitation Counselling Registered Nurses or Registered Psychologists. Prior experience working within Vocational Rehabilitation is desired although clinically experienced and new graduate candidates are also encouraged to apply.

Does this sound like you?
Email your resume to diasrecruitment@apm.net.au or call (02) 6262 7766 to discuss the roles further
Please quote job reference YD1414

To view the full range of opportunities available with APM, please visit our website: www.apm.net.au



13 May 2010

Location: Wollongong

Classification: Healthcare & Medical Allied Health OT/Rehab

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Psychologists - Sarah Russo Group

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Psychology & Allied Professionals

Psychologists

VOICE – Psychologists & Allied Professionals specialises in allied health services which include psychological and occupational therapy. We are currently seeking to employ suitably qualified psychologists on a part time/full time basis at the following locations:

- Peninsula

Your role as a psychologist will include:

- Working with individual jobseekers in Job Services Australia and Vocational Rehabilitation Services to assist them to overcome their barriers to gaining and maintaining employment
- Working within an evidence based practice model – providing psychological clinical assessments, therapeutic interventions, development of support case plans and return to work plans, in addition to supporting the implementation of these plans
- Establishing and maintaining positive working relationships with a range of treating multidisciplinary specialists, community groups, employers, customers and government agencies
- Delivering and providing support to other staff via training in relation to dealing with clients who have psychological challenges
- Implementation and facilitation of an innovative psychological based treatment/training program to assist candidates to overcome their barriers
- Monitoring outcomes and contributing to the development of internal resources

You will become part of a dynamic and growing team of professionals and will additionally be provided with ongoing professional development and supervision

Applicants must possess:

- Full registration as a psychologist – Consideration will be given to a suitable provisional psychologists who are near completing their registration or who can demonstrate experience working in Job Services Australia and/or as a Job Capacity Assessor.
- A desire and capacity to work with clients with multiple complex barriers to employment
- A desire to increase your clinical skills and knowledge base
- A desire to be part of a highly professional team of psychologists and experience close supervision and professional development if required.
- Strong group facilitation skills and/or training skills
- An ability to communicate with a wide cross-section of the community
- Initiative, problem solving skills and energy (essential)

Desired

- Past experience in Employment Services, Vocational Rehabilitation Services or Job Capacity Assessments

Interested? Please send your applications to voice@alliedvoice.com.au or contact our Head Office on 1300 469 675 for more information.

Please quote ref VOICE - VIC when applying

Today, 09:23am

Location:

Melbourne - South

Classification:

Healthcare & Medical
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Psychologist/Team Leader Ipswich - MAXNetwork

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Location:

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Brisbane

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Salary:

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Classification:

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Allied Health

OT/Rehab

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- National provider of health, training, employment and consultancy services
- Clinical Diversity
- Commitment to Professional Development

MAXimusSolutions Australia (MSA) is a division of MAXNetwork a multi-disciplinary organisation providing high quality return to work health assessments, clinical treatment, employment and training services across Australia

We have offices across QLD, NSW, VIC, TAS, ACT, NT and WA and are one of the largest Job Services Australia Providers.

This role offers Psychologists an exciting opportunity to provide and be involved in a wide variety of services including assessments, short term psychological interventions, individual and group interventions and case reviews. The predominant client group for this role is job seekers experiencing barriers to employment and will involve close communication with employment consultants to work towards overcoming these identified barriers. There is only minimal case management in this role.

As a team leader you will be responsible for ensuring the delivery of high quality professional health services in addition to providing coaching, mentoring and supervision to staff. Team Leaders will also be responsible for driving the sales and marketing of health services.

To be successful in this role you will need to:

- Hold full of probationary (or be eligible for) registration as a Psychologist in your state
- Have exceptional interpersonal and communication skills including the ability to develop and maintain relationships with key stakeholders
- Have computer skills including intermediate typing skills
- Be flexible and have a solutions focused approach to practice which links to employment
- Be able to demonstrate evidenced based practice and have counselling experience
- Have the ability to work to KPIs.

Knowledge or experience in employment services or other occupational rehabilitation fields and in facilitating group interventions would be highly regarded.

Working with our Job Seekers is extremely rewarding but it can be hard work. Our clients often face a range of barriers and disadvantages. That is why we only employ staff that share our passion for 'finding jobs, changing lives' and are prepared to consistently give 100% to see our clients succeed. In return you will be rewarded with the most competitive employment conditions in the industry including:

- An attractive remuneration package and performance based bonuses
- A supportive, flexible and autonomous work environment
- Opportunity to be part of a valued member of a multidisciplinary health team
- Opportunities for professional development every 6 weeks
- Twelve weeks paid maternity leave;
- Pro-rata long service leave after 5 years;
- 5 weeks annual leave after 3 years;
- Performance based bonus scheme across the organisation; and
- \$1000 per year towards well-being and professional development.

NO AGENCY REFERRALS ACCEPTED. APPLICATIONS ONLY RECEIVED DIRECT FROM APPLICANTS. TO APPLY. Confidential enquiries and applications to Brad Forge,



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Rehabilitation Consultants CRS Australia

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21 May 2010

 Location
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 Classification
 Healthcare & Medical
 Allied Health
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Rehabilitation Consultants

- Non-ongoing (may become ongoing)
- Full-time
- Bundoora

Each year,
CRS Australia
touches the lives
of 50,000 people

Be part of it!

Working at **CRS Australia** is rewarding, with in-house support, opportunities for learning and development and a caring, professional team.

We are seeking qualified allied health professionals including occupational therapists, psychologists, social workers, physiotherapists, speech pathologists and rehabilitation counsellors.

Your role as a **Rehabilitation Consultant** will include:

- working with job seekers individually and in groups to address and overcome barriers to employment
- providing comprehensive case management, assessment and rehabilitation services to assist job seekers to get and/or keep a job
- establishing and maintaining positive relationships with job seekers, treating health professionals, employers, customers and community groups
- delivering discipline specific services in line with the needs of job seekers, employers, customers, organisational frameworks, and quality requirements.

CRS Australia offers competitive salary rates, including 15.4% superannuation.

Position number: PN 005928 (2 vacancies)
Closing Date: 5.00pm, Sunday 6 June 2010

If you wish to apply for this job opportunity you will need to address selection documentation. Selection documentation can be obtained from CRS Recruitment by either clicking on the Apply Now button or calling toll free on **1800 817 263** or by viewing our web site www.crsaustralia.gov.au/vacancies

CRS Australia is a national network of more than 170 offices and is part of the Australian Government Portfolio Department of Human Services.

One APS Career... Thousands of Opportunities

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REHABILITATION CASE MANAGER - Different Employer - Jobvicious

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REHABILITATION CASE MANAGER - Different Employer

- Immediate Start
- Friendly professional team
- Southern Sydney and Wollongong Area

Our client supply Rehabilitation, OHSE and training needs to a wide range of employers, insurers and associations.

Due to our client experiencing rapid growth a position has become available to join this friendly, professional and dynamic company

We are looking for a Rehabilitation Case Manager - Different Employer for the redeployment of injured workers. You will have a background in Psychology, Occupational therapy or Physiotherapy and minimum 1 year experience in a similar role.

Essential Requirements

- Degree in Psychology, Physiotherapy or Occupational therapy;
- Excellent customer service skills;
- Communication and mediation skills and have the ability to think laterally;
- Be able to work autonomously and as part of a team.
- Take ownership of this role;
- Be proactive and organised.

Desirable skills

- Work Cover accredited to conduct Vocational Assessments
- Work Cover accredited to conduct Workplace Assessments
- Counselling accredited

Ideally

You will have a strong background within the industry and have worked in the industry for min 1 year.

An attractive remuneration package is available to the successful applicant.

Please note only those applicants with relevant industry experience will be contacted in relation to their application

We thank you in advance for your application.

Fiona Rickett - Director
JOBVIOUS
02 8543 3805

Email: Please click the 'Apply Now' button below

28 Apr 2010

Location:
Sydney - South

Salary:
\$70,000 - \$75,000

Classification:
Healthcare & Medical
Psychology/Counselling

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- IPAR rehabilitation

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- Supportive Environment
- Great Team and Exciting Organisation
- Attractive Remuneration Package

IPAR Rehabilitation provides Occupational and Vocational Rehabilitation and Injury Management Consulting services to representatives of the Victorian Worksafe Authority and to companies directly. We service Insurance Agents, large Corporate and Self Insured businesses. Our array of services in rehabilitation, injury management, training and risk management ensures a diversified collection of products in which a consultant can gain experience and skill.

IPAR Rehabilitation is located in the Melbourne CBD, but services a large geographical area through the use of our 16 Victorian offices, and office locations throughout Australia.

One of the fastest growing providers in the sector, this growth has been a result of our success, and is underpinned by our culture of service excellence, strong ethics and outcome driven service delivery.

IPAR Rehabilitation's growing business gives us the pleasure of being able to offer a fantastic opportunity to a suitably qualified, motivated individual. You will not only be part of a young dynamic team, but you will be able to gain experience and knowledge in a wide variety of businesses

The preferred candidate must have a minimum of one years Vocational Rehabilitation experience, in addition to having:

Psychology registration, or eligibility for accreditation with either the Australian Society of Rehabilitation Counsellors, Rehabilitation Counselling Association of Australia or Australian Association of Social Workers.

We are looking for someone with excellent communication skills, the ability to work autonomously as well as within a team environment and with the ability to use initiative to solve problems and achieve outcomes

If this sounds like you and you want to join our great team - apply now!

Ms Kate Priest, Senior Vocational Consultant
IPAR Rehabilitation
03 8648 0900

Email: Please click the 'Apply Now' button below

28 Apr 2010

Location: Melbourne - Inner

Classification: Healthcare & Medical Psychology/Counselling

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07 May 2010

Location:

WA - Other

Classification:

Healthcare & Medical
Psychology/Counselling

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Join a leading Private Health Company and watch your career soar!

- National company with branches in every major centre in Australia.
- Supportive culture which fosters professional development and career growth.
- Highly qualified and experienced managers to support you.
- Company that is renowned for their high standards of service delivery and professionalism.

THIS EMPLOYER OF CHOICE OFFERS YOU....

- Opportunity to develop your skills as a manager of a team of Allied Health Professionals
- Work variety as you are involved in delivering a wide variety of services.
- Respect for your professionalism as you work in an autonomous environment.
- Great salary and remuneration benefits as well as other great employee benefits such as cash incentives, bonus days, 10% super and salary reviews.
- Flexible hours - start and finish times.

YOUR CHALLENGING NEW ROLE INVOLVES:

- Supervising and mentoring a team of Allied Health Professionals.
- Focusing on providing high quality, outcome oriented services to clients.
- Work with a mix of clients to deliver the entire range including Same Employer, New Employer and Comcare.

YOU OFFER:

- Qualifications in Psychology, Occupational Therapy or Rehabilitation Counselling.
- At least 3 years experience in working within the Occupational Rehabilitation/Workers Compensation Industry providing rehabilitation services in Western Australia.
- Good time management and organisational skills coupled with strong leadership skills and the ability to relate to people at all levels from all walks of life.
- The passion and drive to expand and "take the reins" into a leadership role.

Sheelagh McKenzie Recruitment focuses on helping you find your dream role in the Workers Compensation, Occupational Rehabilitation and Allied Health Industry.

TALK TO ONE OF OUR FRIENDLY, QUALIFIED RECRUITMENT CONSULTANTS TO FIND OUT HOW WE CAN HELP YOU WITH THE NEXT STEP IN YOUR CAREER!

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Consultant - Psychologist **Konekt**

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Melbourne - Inner

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**Healthcare & Medical
Psychology/Counselling**

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Consultant - Psychologist

- Varied role
- Career and professional development opportunities
- Work with a leading & respected provider of Occupational Rehabilitation services

Konekt is a publicly listed Australian company and the largest private sector provider of organisational health and risk management services in the country. Our focus is on helping organisations minimise the impact of workplace injury and related workplace costs, resulting in reduced workers' compensation premiums as well as rehabilitating those who are injured.

Our Melbourne office has an exciting opportunity available for a tertiary qualified psychologist become part of this fully operational multi disciplinary team. This role would be ideal for someone with Occ Rehab experience, however it is not essential. Provisional or full registration is required

Due to Konekt providing an entire suite of services to all types of business, you will find that 2 days are never the same. Your duties will include, but are not limited to, adjustment to injury counselling, vocational redirection counselling, critical incident debriefing and complex case management activities.

At Konekt you will discover the opportunity to develop upon your current skills in an environment that rewards hard work and innovation. You will be provided with the use of company pool cars for work related travel, potential to earn up to 30% of your base salary as a bonus and access to training for professional development.

If this role sounds of interest please visit our website www.konekt.com.au, click apply now or phone Kate Tzavaras on 02 9650 5107

Certificate III in Business Administration (Medical Counselling - Adult Care)
Certificate IV in Alcohol and Other Drugs

Email: Please click the 'Apply Now' button below

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organisational+psychologist

Any Classification

Any Location

Full, part-time, contract & temp

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Any Area

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