NOWRA ANGLICAN COLLEGE
School Psychologist (P to 12)

Respect | Compassion | Wisdom
Nowra Anglican College is a respectful community grounded in Christ's compassion, learning to live with wisdom.

Nowra Anglican College is a dynamic P-12 school located in the beautiful Shoalhaven. The College is in an exciting stage in its life, experiencing growth as it implements its strategic plan fostering high quality learning and the development of the whole child.

The area is a growing regional centre in NSW with a diverse range of employment and recreational activities and services. Locals enjoy an all-encompassing coastal lifestyle with easy access to both the mountains and beaches.

Mission
To provide a high-quality Christian education within a welcoming community where all individuals are valued and belong. As a community of learners, we strive for excellence, unlocking the potential of each individual, developing confident, active learners who improve their world.

Our Vision
To be a community of learners, living and serving in Christ's world.

Position Overview

The School Psychologist is a key member of our Pastoral Care Team. The School Psychologist will liaise with key staff to ensure effective and appropriate management of the welfare of students. The School Psychologist is required to exercise judgment and recommend to the Heads of School and Executive members the implementation of opportunities, programs and effective processes to deal with matters or concerns related to student wellbeing.

Position Title	School Psychologist (P to 12)
Appointed by	Principal
Responsible to	Deputy Principal
Key working relationships	Principal, Deputy Principal, Director of Students, Assistant Director of Students, Year Coordinators, Head of Junior School, Junior School Pastoral Coordinator, Leaders of learning, Coordinator of Diverse Learning.
Last reviewed	November 2026
Position Overview	The School Psychologist will be required to provide both professional and informal counselling to students. The School Psychologist will be required to liaise with staff and parents as required, ensuring that the best care is provided. The School Psychologist will be required to assist with Wellbeing and Social and Emotional Learning programs in the College relating to the wellbeing of students. This position will work closely with the College Executive members, particularly the Director of Students, in the review and development of policies and procedures relating to risk behaviours, mental health, child protection and duty of care. The Psychologist will also be required to administer cognitive testing such as the WISC V, WIAT III, WAIS and WPSSI and other relevant assessments.
Preamble	Nowra Anglican College seeks to appoint Christian staff members who are energetic, innovative and committed to the ethos of independent Christian education in the Anglican tradition and are actively involved in their local church.
Who are we, and what do we commit to?	**Our Vision** To be a community of learners, living and serving in Christ's world. **Our Mission** To provide a high quality Christian education within a welcoming community where all individuals are valued and belong. As a community of learners we strive for excellence, unlocking the potential of each individual, developing confident, active learners who improve their world. **Our Values** Respect | Compassion | Wisdom **All staff are to demonstrate a commitment to the school's vision, mission and values in all interactions with colleagues, students, parents and the wider community**
Involvement in the Life of the School	• Attendance at Staff Devotions. • Attendance at other staff meetings and committee meetings when required. • Attendance at Pastoral leaders meetings as required. • Performing other duties that are deemed appropriate by and in negotiation with the Principal as required from time to time.

Key Responsibilities Duties	**Student Welfare** ● Assess students' needs using a range of assessments ● Provide high quality counselling and guidance to students, with the aim of enhancing the student's personal, social and mental health and educational development ● Demonstrate ability to systematically assess and evaluate programs and their impact on Student Wellbeing ● Refer to external specialists as required ● Oversee the co-ordination of relevant information between external specialists and Staff with respect to student welfare ● Initiate preventative and mental health promoting programs ● Conduct meetings with teachers and/or parents when required to assist with the welfare needs of students ● Liaise with Diverse Learning Team with regard to individual learning requirements ● Deal with mandatory reporting as required ● Demonstrate capacity to develop, implement and evaluate data driven student Wellbeing interventions ● Demonstrate ability to develop, implement and evaluate social skills and inclusion programs ● Capacity to work as part of a multi-disciplinary team to provide interventions for individuals and groups ● Sound knowledge of Child Protection within an educational setting ● Provide supervision in the Wellbeing Hub **Professional Development** ● Contribute, on an individual or collaborative basis, to the planning and provision of workshops and programs for staff, students and parents ● Promote understanding of essential and current issues in student wellbeing ● Contribute to the Professional Development of staff in areas such as mandatory reporting, student wellbeing, special needs of students and how to adapt teaching and learning styles to meet particular students' needs **Policies and Procedures** ● Assist the Executive team with the development and management of wellbeing policies and procedures ● Assist in the development and application of effective procedures for critical management within the school

	Assessments ● Conduct appropriate cognitive and behavioral assessments ● Write reports ● Provide feedback to teachers, parents and external agencies as required ● Make appropriate recommendations to be implemented in the education setting **Communication** ● Maintain excellent school – home communication channels ● Meet regularly to brief the Principal, Deputy Principal, Director of Students, Head of Junior School and Coordinator of Diverse Learning Team ● Meeting regularly with Pastoral Care Team ● Present at staff PD days, parent-evenings and student events ● Work collaboratively with colleagues in an environment of support and collegial learning. ● Contribute to the day to day operation of the Pastoral Care Team ● Ensure the maintenance of accurate and confidential case files ● Develop an accurate understanding of the school organisation and curriculum ● Attend staff meetings as required **Personal Qualities** ● Highly developed interpersonal skills with the ability to develop and maintain constructive working relationships at all levels across diverse groups, including teaching and non-teaching staff. ● Cheerful disposition. ● Ability to remain calm under pressure. ● Willingness to support the mission and values of Nowra Anglican College. ● Demonstrate a high degree of discretion, initiative and personal organisation. ● Active involvement in a Christian Church.
Duties - WHS	Be aware of and respond appropriately to any Work, Health and Safety issues raised by materials, practice or accommodation related to the subject.
Duties - Corporate	Contribute to and maintain the College's reputation, ethos and values with colleagues, students and the wider community: ● Promote and model the College's mission, vision and values.

	• Encourage students to know and live the College values in all aspects of their lives. • Encourage students to wear the College uniform correctly and with pride. • Model and uphold a high standard of professional behaviour. • Actively implement the College's strategic plan
Selection criteria (Please address these in your cover letter)	• Current Professional Psychologist Registration with AHPRA • Eligibility for membership of the Australian Psychological Society or AAPI • Practical experience working with children, adolescents and their families • Experience working as a school psychologist in a school setting is an advantage • Knowledge of key issues in managing mental health within a P -12 environment • Maintain membership of relevant professional bodies and professional registration • Participation in professional supervision • Participate in and share regular relevant professional development • Familiarity with reporting psychometric assessments including WIAT, WISC, WPPSI and WAIS • Demonstrated experience developing and implementing behaviour management plans for children with complex needs • Working With Children Check (WWCC). • You will need to include at least two referees one of which must be a current minister of religion. (Referees will not be contacted without your prior agreement.) Desirable Criteria • Experience supervising counselling staff
Allowance	N/A
Start Date	This is a temporary 0.6 FTE till the middle of term 3 2027.
Additional Details	