



WHITEFRIARS
CATHOLIC COLLEGE FOR BOYS

College Psychologist

Title	College Psychologist
Classification	Education Support Officer: Category B
Appointment duration	Ongoing Part Time (0.60 – 0.8 FTE)
Date Reviewed	June 2026

Whitefriars College provides a quality education for young men grounded in the Catholic Carmelite tradition that emphasises critical thinking, the search for meaning and how to contribute to the common good of society.

The College supports every student to seek and achieve excellence in their learning, their relationships, and their participation in the community. Students are invited to appreciate the Christian worldview and see the goodness of God in themselves, all others and the natural world. Our aim is to enable our young men to look beyond themselves with a moral compass and social conscience and to approach life with intelligence, inner strength and gentleness. At Whitefriars College we value:

- **Faith** Shared faith expressed through contemplation, community and service.
- **Gentleness** The expression of gentleness as the intelligent way to express masculinity.
- **Excellence** Excellence and collaboration in learning, teaching and in all we do.
- **Respect** Positive, inclusive and respectful relationships across our community.
- **Justice** Action and advocacy for equity, justice and environmental stewardship through words and deeds.

Commitment to Ethos

All staff in the Catholic school have an indispensable role to play in furthering the mission of the Church. It is expected that all staff employed in a Catholic school:

- accept the Catholic educational philosophy of the school.
- develop and maintain an adequate understanding of those aspects of Catholic teaching that touch upon their subject areas and other aspects of their work.
- by their teaching ministry, other work and by personal example strive to help students and families to understand, accept and appreciate Catholic teaching and values.
- avoid, whether by word, action or public lifestyle, influence upon students that is contrary to the teaching and values of the Church community, in whose name they act.
- Continuously work towards their accreditation to teach in a Catholic School as per the Victorian Catholic Education Authority (VCEA) policy.

Furthermore, it is expected of all employed at Whitefriars College that they accept and support the ethos of the Carmelite order, along with activities directed at the broader aims of the College.

Whitefriars College is committed to strengthened practice for the protection of children in line with the Victorian Government child safety reforms and **Ministerial Order 1359**.

Catholic school communities place the highest priority on the care, wellbeing and protection of children and young people. Founded in Christ and sustained by faith, Catholic schools seek to fulfil their mission of enabling each student to come into the fullness of their own humanity. This includes paying attention to the inherent dignity of children and young people, and their fundamental right to be respected, nurtured and safeguarded by all. Whitefriars College staff and volunteers are instructed about the school's child safety policies and are expected to comply with the school's obligations and understanding of a child protection culture and minimisation of the risk of child abuse. Staff and volunteers are provided with appropriate training and development opportunities, as well as ongoing supervision and management, to ensure their conduct is consistent with the school's child safety and wellbeing policies and procedures.

Overview

The Psychologists at Whitefriars College provide support to students, parents and staff. Where appropriate, the Psychologists work closely with parents and teachers to maximize student wellbeing. The Psychologists may also make referrals to community or specialist service providers for further assessment and support. Formal cognitive assessments to identify students' learning strengths and weaknesses for substantiating some applications for special educational funding and special provision are also conducted where appropriate.

College Psychologists are primarily responsible to the Principal through the Deputy Principal - Students. Duties must be carried out in accordance with the Catholic ethos of the College.

Essential Requirements

- Full registration by the Psychology Board of Australia under the Health Practitioner Regulation National Law
- Full membership of the Australian Psychological Society (or equivalent)
- Current Working with Children Check / National Police Criminal History Check (as appropriate to jurisdiction)

Desirable Requirements

- Eligible for membership of the College of Educational and Developmental Psychologists.
- Endorsement under the PsyBA as an Educational and Developmental Psychologist.

Attributes and Competencies

College Psychologists are expected to exhibit the following attributes and competencies:

- A lively and practical support to the Catholic nature of the College
- An understanding of, appreciation for and sensitivity to the Carmelite spirit and tradition which has underpinned the history, development and culture of Whitefriars College
- A firm belief in and commitment to the Mission and Values of the College and an ability to articulate and promote these
- Loyalty and public support for the Leadership of the College
- Display a high level of commitment to student welfare
- Possess an in depth knowledge and understanding of mental health disorders, developmental disabilities and their relationship to child and adolescent development
- Display an adaptable approach to the day to day demands of working in a busy environment by being able to prioritise and manage time effectively
- Exhibit ongoing professional growth on a personal level and for the benefit of the College community
- Work co-operatively and collaboratively with other Psychologists, Deputy Principal – Students, House Leaders and other College Staff to work towards the best social, emotional and academic outcomes for students
- Demonstrate a high level of ability in written and verbal communication and proficiency in documentation and record-keeping

Key Responsibilities

Administrative

- To maintain accurate, confidential files
- To maintain individual case statistics and records
- To ensure students referred are seen promptly and with appropriate regularity for their needs
- To keep the Leader of Psychological services updated on the progress of all assigned students, especially those deemed at higher risk

- To attend Psychologists planning days on a regular basis and participate in peer consultation with other College Psychologists
- To attend regular case management meetings with each House Leader and to report Students of Concern to the Leader of Psychological Services
- To attend fortnightly meetings with Learning Diversity Staff
- To present to students on welfare related issues as required
- To be involved in running small group programs as required

Psychological

- To provide individual counselling and guidance to students using evidence-based interventions
- To work closely with families to facilitate student wellbeing
- To collaborate with the Director - Learning Diversity on student psychological and educational needs
- To administer and report on psychological and educational assessments as required
- To liaise with appropriate external agencies
- To collaborate with teachers, House Leaders, Deputy Principal - Students, Careers Advisor and the Principal on matters regarding particular students' welfare
- To assist with the planning, development and implementation of relevant programs that will assist students and their families
- To report to the Leader of Psychological Services and Deputy Principal - Students any problems/issues associated with student welfare or particular students at risk at the College
- To act, where appropriate, as an advocate for students by ensuring that students have advocacy within the College or with other agencies in the wider community
- To adhere to the code of conduct and PsyBA mandated APS Code of Ethics and guidelines at all times
- To seek professional supervision on a regular basis
- To undertake regular professional development and proactively advise the School on current best practise in the area of developmental and educational psychology
- To perform other duties related to this position as determined by the Principal

Key Selection Criteria

- Commitment to the mission, values, and ethos of a Catholic school in the Carmelite tradition, including respect for diversity, community, and student wellbeing.
- Current full registration as a Psychologist with the Psychology Board of Australia, together with membership of the Australian Psychological Society (or equivalent),
- A strong commitment to ethical practice, professional standards, ongoing supervision, and continuous professional development.
- Demonstrated commitment to child safety and wellbeing, including a thorough understanding of mandatory reporting obligations, risk management practices, and the promotion of safe, inclusive, and child-centred learning environments consistent with the College's Child Safety Framework.
- Demonstrated knowledge and experience in supporting the social, emotional, behavioural, educational and mental health needs of children and adolescents within an educational setting.
- Highly developed interpersonal, written and verbal communication skills, with the ability to establish effective relationships with students, parents, staff and external agencies, while working collaboratively within multidisciplinary teams to achieve positive student wellbeing and educational outcomes.

Terms and Conditions of employment are as per the Catholic Education Multi Enterprise Agreement 2022 (CEMEA 2022).



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Application

Applicants should submit:

- A covering letter of *no more than one page* outlining why the application is being made for the position
- A response of *no more than one page* on your ability and experience that will enable you to undertake the various aspects of the role
- An up-to-date Curriculum Vitae
- The names and contact details of at least three relevant referees

Applications should be addressed to **Mr Mark Murphy, Principal, Whitefriars College**

and submitted via the link below by **9:00am on Monday 15 June 2026**.

<https://external-jobboard.myrecruitmentplus.com/?recruiterId=12399>

Any enquiries regarding the role should be directed, in the first instance, to Ms Nipuni De Silva, Human Resources Manager on 9872 8214.