



RED BEND CATHOLIC COLLEGE



EMPLOYMENT OPPORTUNITY
School Psychologist/Counsellor/Social Worker

Inspiring Minds, Hearts and Spirits



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Red Bend Catholic College Forbes, located in a peaceful rural setting with state-of-the-art facilities, is seeking dynamic staff who will Inspire Minds, Hearts and Spirits.

If you are passionate about making a difference in the lives of students, then we encourage you to join our Catholic Marist community.

We are currently seeking a School Psychologist, Counsellor or Social Worker to join our team in a permanent, full-time (averaged) position.

This position will support the management of students in our school community as an integral part of the wellbeing team.



HOW TO APPLY

Applicants will apply through Red Bend Catholic College's Recruitment Portal on www.redbendcc.nsw.edu.au.

To be considered, applicants will include:

- ☐ Cover letter
- ☐ Up-to-date resume/CV
- ☐ Completed application questions

Applicants will be required to have a NSW Working With Children Check. Red Bend Catholic College is committed to child safety through the Marist Schools Australia Child Safeguarding Standards.

Applications close: Sunday 16 August 2026

THE BENEFITS

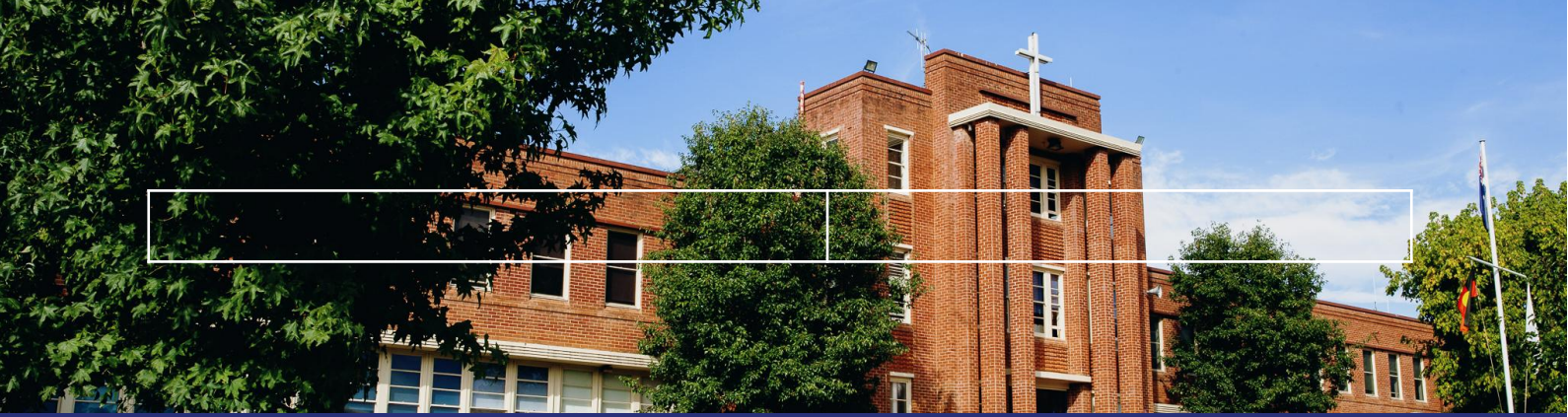
- Be part of a vibrant, inclusive and thriving regional community
- Ongoing professional development and training including Clinical Supervision
- A safe, caring and supportive work environment
- Competitive, above award salary, working 40 weeks of the year
- Relocation incentives may be available
- Salary packaging and novated leases available through preferred suppliers
- Employee Assistance Program (EAP)
- Flexible Work opportunities available

PRIVACY

Red Bend Catholic College, as part of the recruitment process, will be collecting information about you. This information will be included in the recruitment file, and will be read by members of the interviewing panel.

EQUAL EMPLOYMENT OPPORTUNITY

Marist Schools Australia and Red Bend Catholic College aim to ensure fair, equitable and non-discriminatory consideration for all applicants, regardless of sex, ethnic or racial origin, or physical disability.



RED BEND CATHOLIC COLLEGE



OUR MISSION

Red Bend Catholic College inspires an inclusive and engaging Catholic education in the Marist tradition, nurturing enlivened Christians who are audacious, resilient and ethically informed global citizens.

OUR VISION

Red Bend Catholic College fosters educational excellence within a Christian environment. Through our Marist charism, we engage minds, hearts and spirits, inspiring our students to live well-rounded, ethical lives of respect, service and compassion. The College community invigorates critical thinking and interdependent learning in our students. Our students thrive in a safe environment which nurtures wellbeing and a sense of belonging. We promote Catholic values through our family atmosphere and community partnerships, where Jesus Christ is known and loved.

COLLEGE PRIORITIES

- Enliven our Catholic Marist Identity through the Religious Education program, Outreach activities and Faith Formation opportunities
- Lead and invigorate our newly developed Vision for Learning
- Build on the strengths of our Wellbeing and Pastoral Care program
- Continue to build partnerships and relationships in all sectors of our community
- Awareness of the needs surrounding a growing school population
- Importance of highly developed Collective Efficacy as a staff team
- Innovative approach to attracting, retaining and forming staff.

COLLEGE GOVERNANCE

Marist Schools Australia Ltd oversees the Governance of the College. The Principal is directly responsible to the Regional Director who is, in turn, responsible to the National Director. The Regional Director is supported and advised by the Regional Council which advises him on matters of planning and policy in MSA-governed schools. The Principal is also assisted by the College Advisory Council, the College Finance Advisory Committee, which reports to Marist School Australia and its finance sub-committee, and the Province Finance Commission. The Principal leads and manages the school, with the support and advice of the College Executive.

POSITION	
ROLE TITLE	School Psychologist/Counsellor/Social Worker
DEPARTMENT	Health Centre
REPORTS TO	Director Students
DIRECT REPORTS	Nil
ENTERPRISE AGREEMENT	NSW Catholic Independent schools (Support Staff - Model A) Multi-Enterprise Agreement 2025
CLASSIFICATION	Psychologist Provisional to Step 5, Counsellor Level 1 - Level 2, Step 1-3
EMPLOYMENT STATUS	Permanent, Full-time, Averaged.
CLINICAL SUPERVISION	2 hours per Term = 8 Hours per year
PRIMARY PURPOSE OF THE ROLE	The College Psychologist/Counsellor/Social Worker supports the management of students with emotional and behavioural challenges and works as an integral part of the student's school team to support ongoing development in the promotion of learning and wellbeing.
SPECIAL REQUIREMENTS	The nature of this position is such that the Psychologist/Counsellor/Social Worker may be required outside the "normal" office /College hours to support the College in various support strategies in the College as well as Boarding, forums and to attend meetings and presentations whenever necessary. The Principal reserves the right to vary this position description in response to changing needs.
EXPECTED BEHAVIOURS AND ATTITUDES	● Actively supports a child safeguarding culture to the highest standards ● Complies with: ○ Marist Schools Australia Policy Statements. ○ Red Bend Catholic College Policy Statements, Procedures and Code of Conduct for Staff ● Adheres to workplace health and safety procedures and actively contributes to maintaining a safe, healthy and tidy environment. ● Maintains a commitment to improve services and pursue excellence continuously ● Seeks opportunities for professional development.

KEY ROLE RESPONSIBILITIES	
AS A MEMBER OF THE COLLEGE COMMUNITY, THE COUNSELLOR WILL:	● Actively works to promote the mission and life of the Catholic Church ● Promote Marist spirituality through the charism of Saint Marcellin Champagnat within the College. ● Give personal witness to Gospel values through word and action. ● Promote the philosophy and goals of Catholic education and practice in the Marist tradition. ● Assist in nourishing and developing a Christian atmosphere within the school community through active participation in the prayer and liturgical life of the College. ● Have a pastoral concern for individual students and staff.
DUTIES AND RESPONSIBILITIES ADMINISTRATION	● Act with accountability and integrity in maintaining appropriate student records stored in a confidential manner. These confidential records are the property of the College and should the circumstances arise, are accessible to the Principal. ● Revise and update structures and practices as per legislation and organisation requirements in the areas of: ○ Informed consent and decision making. ○ Sharing of information with family/carers and key staff. ○ Privacy and confidentiality. ○ Safeguarding of young people. ○ Child protection. ○ Mandatory Reporting. ● Attend Wellbeing meetings with teachers across the College related to case management. ● Attend regular meetings as required including: ○ Child Safety Officers Meetings ○ Student Wellbeing Committee / Framework ○ Staff Briefing Sessions ○ Health Centre Meetings. ○ Regional Stakeholder and Network Meetings ○ Parent Information Evenings ● Meet on a regular basis and work collaboratively with the Deputy Principal, Director Students, Director Boarding, other Counsellors, House Coordinators, Year 7 Coordinator and the Aboriginal Education Coordinator within a professional framework to discuss relevant issues.
COLLEGE WELLBEING	● Support and assist teachers to identify, understand and manage students with emotional and behavioural challenges. ● Facilitation of group psycho-educational programs ● Provide Counselling for students in a range of areas, including personal, family, educational and behavioural ● The provision of student assessments includes risk assessments ● Implement and maintain appropriate strategies for assisting students at risk, including but not limited to risk assessments, the identification of presenting issues, observational assessment, clinical interviews and appropriate psychometric assessments.

	• Provider assessment services for students with special intellectual, learning and/or social/emotional needs and communication results to House Coordinators and Parents. • Assist in student safety plan case management. • Provide recommendations for support from external agencies and specialists as appropriate. • Liaise with parents regarding referral and ongoing management of their child • Work to ensure ongoing collaboration between all key stakeholders in the management of students with emotional and behavioural challenges. • Implement and evaluate government and sector initiatives relating to children with intellectual, learning and/or social/emotional needs. • Assist with aspects of professional development, policy development and implementation that relate to wellbeing issues in the College community. • Provide support for the various other student groups that work with students at educational risk (e.g. Diversity and Pathways).
CONSULTATION / LIAISON	• Liaise with the College House Coordinators on student wellbeing. • Collaborate and liaise with the Diverse Learning Coordinator to enhance the literacy and numeracy intervention strategies established for students in intellectual learning and/or social and emotional needs. • Establish and maintain a good working relationship with external providers, referring as clinically indicated, and sharing relevant information to support the students' needs in line with the Consent to Share process in accordance with confidential guidelines. • Maintain current knowledge of support services and provide information to staff regarding community run programs and services available to students and their families.
PROFESSIONAL DEVELOPMENT	• Make effective use of external clinical Supervision allocation for school Counsellors through a relevant professional in line with the individual Counsellor's Professional Supervision Standards. • Participate in internal and external professional development and training opportunities in line with personal development and identified strategies in the College. • Continue to seek and acquire the knowledge and skills necessary to maintain evidence-based practices, ensuring a high standard of service delivery to students, parents and staff.
SYSTEM ADMINISTRATION	Ensure compliance with all Red Bend Catholic College systems including • Synergetic • Seqta • Consent2Go • ESS • IDEAGEN • Google

ORGANISATION AND OPERATIONS	● Ensure compliance with the WHS Act 2011 and its regulations including: ○ Report any injury, damage, unsafe condition or hazard via RBCC online platform IDEAGEN, Assurance as well as notification to your relevant Faculty Coordinator within reporting guidelines. ○ Wear protective clothing or use equipment in the manner intended (where required). ○ Take reasonable care for the Health and Safety of all persons (including students, staff, visitors, contractors and volunteers). ○ Ensure that all students, staff, contractors and volunteers under the direction and control receive adequate instruction for the safe and efficient performance of their role and duties. ○ Correct unsafe and/or unhealthy practices or conditions in areas under the control of the position to the full extent of the position's authority or refer to the relevant Faculty Coordinator, Compliance Coordinator, HR Manager or Deputy Principal. ○ Cooperate with the Faculty Coordinator or Compliance Coordinator in the measures taken to ensure Work Health and Safety. ● Compliance with all RBCC policies, procedures, Code of Conduct and Child Safeguarding requirements including Mandatory Reporting requirements and other relevant legislative and regulatory authorities. ● Participate fully in the prompt investigation of all serious and potentially serious incidents and accidents which result in or could have resulted in either injury to persons or damage to property or Human Resource implications so that remedial action may be initiated. ● Work Cooperatively in a team environment and provide support and/or technical advice as required across other areas of RBCC as required. ● Work to continually assess and improve work practices and procedures on a continuous basis to achieve RBCC goals. ● Flexibility in the workplace, open to new ideas and concepts, to working independently or as part of a team and to carrying out multiple tasks or projects where relevant. ● Undertake all other duties as directed in line with the employee's skill, competence and training.	
KEY RELATIONSHIPS	INTERNAL ● Deputy Principal (Mandatory Reporting) ● Executive Team ● School Counsellor ● House Coordinator ● Year 7 Coordinator ● Diverse Learning Coordinator ● Nurses ● Aboriginal Education Coordinator ● Teaching and Support Staff ● Students - Day and Boarding	EXTERNAL ● WNSWLHD Safeguards ● Parents ● Marist Schools Australia ● External Agencies ● Private Psychologists ● School Counsellors ● Independent Schools NSW

PERSON SPECIFICATIONS	
QUALIFICATIONS SKILLS AND ABILITIES	ESSENTIAL • Relevant Bachelor's Degree in either Social Work or Psychology, and/or formal Counselling qualifications with eligibility for professional membership of a relevant professional body. • A commitment to Catholic education and a desire to enliven the Marist tradition of the College. • Ability to maintain ethical standards, demonstrating respect, confidentiality and uphold the values of Red Bend Catholic College • Demonstrated expertise in identification, formulation and counselling of students. • Demonstrated understanding of the academic and wellbeing needs of students relating to the learning and personal growth outcomes of students. • Knowledge and skills in crisis response and risk assessment. • High-level knowledge and understanding of current child protection legislation. • Ability to identify appropriate external agencies for students requiring support outside the services of the specialist staff at the College. • Willingness to collaborate effectively with a broad range of key academic and wellbeing staff to enhance student outcomes. • Highly developed interpersonal and influencing skills, enabling harmonious and positive relationships with all. • Sound written and verbal communication skills. • Highly developed time management and organisational skills. • Demonstrated ability to multitask and work calmly under pressure. • Ability to work independently and collaboratively as part of the welfare team. • Able to maintain strict confidentiality. • Demonstrate a willingness to be involved in co-curricular activities which includes activities with boarders DESIRABLE • Demonstrated experience working within a secondary education environment. • Ability to administer and interpret Psychometric Assessments.
STATUTORY REQUIREMENTS	• NSW Working with Children Check • National Criminal History Record Check
AUTHORITY AND ACCOUNTABILITY	Worker Level Authority and Accountability