



Psychological Associate

Permanent, full-time positions

Through its “Ignite Learning” campaign, the Durham District School Board (DDSB) has outlined its strategic priorities, which include **Success, Well-Being, Leadership, Equity, Engagement and Innovation**. This is an exciting opportunity for a Psychological Associate to contribute meaningfully to these priorities.

Reporting to the Chief of Psychological Services, and as a key member of the Inclusive Student Services Department, you will provide professional assessment, consultation and direct support to students, schools and families, with a view to promoting student achievement and well-being. Another important aspect of your role as a Psychological Associate will involve responding to traumatic events, serious threats and other crisis situations, as well as providing professional development training – via workshops and training sessions – to build capacity in educational staff and school administrators. In particular, you will promote best practices in such areas as managing behavioural difficulties, dealing with issues of stress and anxiety, and supporting students with autism and learning disabilities.

Based on your observation and assessment of student needs and abilities, you will have the opportunity to use evidence-based psychological interventions, as well as make recommendations regarding the creation and implementation of effective programming, and in support of specialized funding and/or equipment for students and staff.

Your profile as a qualified **Psychological Associate** will include:

- A master’s degree from an accredited university in Psychology.
- Registration as an autonomously practising clinician (Psychologist or Psychological Associate) with the College of Psychologists of Ontario.
- Knowledge of relevant legislation and practice standards/guidelines, including, but not limited to, Standards of Professional Practice of the College of Psychologists of Ontario, Canadian Code of Ethics for Psychologists, Regulated Health Professions Act (RHPA), Personal Health Information and Protection Act (PHIPA), as well as relevant sections of the Education Act, Child and Family Services Act (CFSA), Occupational Health and Safety Act (OHSA), Criminal Code of Canada (CCC), Day Nurseries Act, Ontario Human Rights Code (OHRC), and Youth Criminal Justice Act (YCJA).
- Knowledge of the administration and interpretation of standardized and non-standardized assessments to evaluate cognitive ability, social-emotional functioning, and academic skills, and child and adolescent development.
- Knowledge of the foundational content areas of psychology, i.e., the biological bases of behaviour, the cognitive affective bases of behaviour, the social bases of behaviour, and the psychology of the individual.
- Knowledge of psychopathology, personality theory/individual differences, psychological assessment, and diagnostics.
- Knowledge of learning, all relevant ethical, legal and professional issues, research design and methodology, statistics, psychological measurement, intellectual, social, behavioural and emotional assessment diagnostics, exceptional learners, normal lifespan development and cross-cultural differences in learning and socialization, developmental and general psychopathology, instructional and remedial techniques, multidisciplinary team approach for case management, counselling, psychoeducational and early intervention techniques, systems and group behaviours within, and related to, the school organization.
- The ability to perform an appropriate psychological assessment, formulate and communicate a differential diagnosis, and plan, execute and evaluate an appropriate psychoeducational intervention, and the ability to plan, execute and evaluate appropriate prevention programs.

- Skills in establishing therapeutic rapport; eliciting information through interviewing; assessing fundamental psychological processes such as mental state, cognition, emotions and behaviours; formulating and testing diagnostic hypotheses; communicating diagnostic information clearly and sensitively; and assessing change in relevant psychological processes.
- Proficiency in Microsoft programs (Word, Excel, PowerPoint, OneNote), electronic filing system (ONBASE), and student information system (TPM, PowerSchool), an asset.

Additional training and certification in the following areas are also required for working within DDSB:

- Coursework and supervised experience in administering and interpreting assessment materials for a diverse range of problems.
- Coursework and/or supervised experience in interviewing techniques.
- Training in formulating and testing diagnostic hypotheses in a practice setting.
- Supervised experience in communicating sensitive information.
- A minimum of 2 years of work experience in the field of psychology as a Psychological Associate.

Salary range: \$73,580 - \$103,013 per year

The **Durham District School Board (DDSB)** is responsible for public education in the rural settings of Uxbridge, Brock and Scugog Townships and the urban settings of Ajax, Whitby, Pickering and Oshawa. The **DDSB** accommodates a school population of nearly 70,000 regular day students, through 132 elementary and secondary schools and learning centres, and thousands more who take advantage of a wide variety of continuing education and adult credit courses.

To apply online for **Posting #2938244**, by **4:30 p.m., Friday, December 4**, please go to ddsb.ca.

The DDSB is committed to equity and inclusion in the recruitment and hiring of qualified staff who reflect the diversity of our region. We encourage submissions from candidates who represent the various dimensions of diversity. We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs.

While we appreciate all applications received, only those to be interviewed will be contacted.