

Career Opportunity – Job Posting

Opportunity for Appointment - Public

Clinical Psychologist III



Competition Details

Referral Number	JPS.22.23.0500
Employment Type	Temporary
Division	Royal Newfoundland Constabulary
Department	Department of Justice and Public Safety
Locations	St. John's
Closing Date	Open Until Filled
Salary (scale)	\$45.01 - \$53.19 (CG-46)

Position Details

Context

www.rnc.gov.nl.ca [Help!](#)

Duties

Reporting to the Director of Employee Health, Safety and Training, the Clinical Psychologist III is responsible to support and expand upon the RNC's commitment to employee health, safety and wellness. The position will work toward the implementation of programs, policies and procedures strategically targeted at preventing the occurrence of, and mitigating the effects associated with, psychological injury and illness in RNC police and civilian employees.

The primary mandate of this position will be the development, implementation and maintenance of an RNC Psychological Health Program. Specifically, the position will be responsible for providing preventative health screening procedures with employees, employee requests, critical incident exposure, or in relation to complex and multi-faceted operational stress injuries. The position will facilitate and follow up on referrals as needed to healthcare providers, Government of Newfoundland and Labrador internal resources (i.e. Employee Assistance Program), in response to assessment outcomes, and will provide employees with relevant, evidence-based techniques to mitigate harm associated with psychological hazard exposure. The position will play an active role in the organizational Critical Incident Preparedness Plan, assisting with the organizational response to critical incidents and the provision of supports and resources to employees and families. The position will also assist in the development and provision of specialized health and wellness programs and initiatives for employees, including strategic health education, conducting psychological risk assessments, and program development to prevent psychological injury and harm. [Help!](#)

Merit Criteria

Screening Criteria *Use numbered lists only.* [Help!](#)

1. Doctorate Degree from an accredited Clinical Psychology Program
2. Eligible for registration with the Newfoundland and Labrador Psychology Board
3. Experience in the diagnosis and treatment of complex mental health issues
4. Experience working with police/first responders in a clinical capacity (asset)
5. Experience with organizational program and policy development and evaluation (asset)

Assessment Criteria *Use numbered lists only.* [Help!](#)

1. Knowledge of evidence based practices, procedures and current research in clinical psychology
2. Knowledge of standardized psychological assessment instruments for diagnostic and progress monitoring purposes
3. Knowledge of work-related psychological stress and trauma associated with first responders (asset)
4. Knowledge of program and policy development and evaluation methods (asset)
5. Effective communication skills
6. Ability to collaborate
7. Ability to manage high-stress situations
8. Relationship building
9. Confidentiality

Conditions of Employment

Conditions of Offer *Use numbered lists only.* [Help!](#)

1. Recent and satisfactory Enhanced Security Clearance

Conditions of Acceptance *Use numbered lists only.* [Help!](#)

1. Acknowledges requirement for working with high stress situations and individuals
2. Willing to accept travel (occasional)
3. Willing to accept overtime (occasional)

Applicant Information *Use numbered bullets only.*

For more information about this opportunity or to apply please contact Sam Burke at SamBurke@rnc.gov.nl.ca or (709) 729-8603.

- The Government of Newfoundland and Labrador values diversity in the work place and is an equal opportunity employer.
- Disability related accommodations and alternate formats are available upon request at any stage of the recruitment process by contacting recruitment@gov.nl.ca, 709-729-0130 or toll free at 1-888-729-7690.
- Preference will be given to applicants who are legally entitled to work in Canada.
- Applications must be received on or before the closing date stated for this job posting.
- It is the responsibility of the applicant to submit an application that demonstrates the required merit criteria.
- Applications that do not clearly demonstrate the required criteria will be screened-out.
- All applications must contain accurate contact information, including current mailing address, email address and phone number.
- All information submitted as part of this application must be factual, complete and current to date of submission.
- This competition may be used to fill future similar vacancies with the Government of Newfoundland and Labrador.