

# **Regional Assessment and Resource Centre (RARC) at Queen's University**

## **Psychologist Position**

### **Job Summary:**

Reporting to the Clinical Director of the Regional Assessment and Resource Centre (RARC), the Psychologist provides psychoeducational assessments to students with neurodevelopmental disorders which cause academic impairment, making recommendations for remedial strategies and appropriate programs and accommodations for such individuals. In addition, as part of the transition team, the Psychologist will be involved in supporting transition-aged students with neurodevelopmental disorders as they move from elementary to post-secondary education and beyond through programming, psychoeducation, and assessment. As part of RARC's research initiatives, the Psychologist may be involved with research design, data collection, and the preparation of manuscripts for publication. The Psychologist also provides supervision, education, and training opportunities for graduate students at the University and assists with the organization, running and evaluation of the internship program and the Centre in general. The Psychologist acts as an advocate for students with neurodevelopmental disorders to ensure that their needs and concerns are recognized and addressed appropriately.

### **Key Responsibilities:**

- Diagnosis of specific disabilities using appropriate cognitive, academic, behavioural, and psychological measures.
- Writing detailed reports making diagnoses, and recommending remedial strategies, academic accommodations and programming for students with disabilities.
- Lead and support educational programming for children, adolescents and parents as part of the transition team.
- Develop, organize, and manage programs to enhance the educational, vocational, and personal success of clients attending the RARC or receiving graduate training here.
- Provide direct formal and informal supervision to graduate students.
- Serve as an advocate for persons with neurodevelopmental disabilities to ensure access to appropriate resources.
- Serve as subject matter expert on committees or other groups, as directed.
- Provide work direction and technical/functional guidance to student staff.
- Participate in screening and interviewing job candidates, and providing input into staff selection.
- Participate in ongoing research and initiatives undertaken by RARC.
- Other duties as required in support of RARC.

## Required Qualifications:

- A doctoral degree in Clinical or Educational Psychology (or equivalent education necessary for registration with the College of Psychologists of Ontario) and a minimum of two years' experience in assessment.
- Registered as a Clinical Psychological Practitioner in the province of Ontario (or eligible for registration in Ontario).
- Sound knowledge of Ontario Human Rights legislation and Charter of Rights.
- Knowledge of appropriate assessment methods to diagnose the cause or causes of reported academic difficulties.
- Sound knowledge of disability issues gained through an academic programme of study as well as a minimum of one year of on-the-job experience.
- Sound knowledge of institutional support systems and resources across the province.

## Special Skills:

- Excellent counselling skills, including the ability to establish an empathic relationship and to engender trust; sound clinical judgment
- Excellent communication skills (written and oral)
- Excellent organizational skills
- Strong interpersonal skills
- Excellent problem-solving ability and analytical reasoning skills
- Excellent technical skills such as administration of psychological tests
- Ability to work efficiently and effectively under pressure
- Ability to work independently with minimal supervision
- The ability to determine appropriate accommodations for students with disabilities
- Ability to maintain a high standard of professional conduct and ethics
- Commitment to promote equity, diversity, and inclusion in the workplace

## Decision Making:

- Differential diagnosis: determining if a student has a neurodevelopmental disability or some other condition that is interfering with their ability to learn.
- Determine the needs of the client population attending the RARC, and collaborate with others to determine policy and procedure modifications.
- Determine most appropriate types of accommodations required by the individual.
- Determine how best to allocate limited time and resources to serve the client population.
- Choose appropriate diagnostic tools for an assessment.
- Assess the suitability of job candidates and recommend the most appropriate person for hire.
- Assess training needs and make recommendations for internal or external training to attain proficiency.

### **Employment Equity and Accessibility Statement:**

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal Peoples, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

The University provides support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. Candidates requiring accommodation during the recruitment process are asked to contact Human Resources at [hradmin@queensu.ca](mailto:hradmin@queensu.ca).

To apply please visit Queen's University [Job Opportunities website](#) and select Competition #J1122-0252.

For more information, please contact [rarc@queensu.ca](mailto:rarc@queensu.ca).