

POSITION DESCRIPTION

Supervisor - Clinical Psychologist

Reports to:	Director, The Psychology Centre
Division:	Te Wānanga o Ngā Kete Division of Arts, Law, Psychology, and Social Sciences
Tenure:	Permanent
Location:	Hamilton
Date:	July 2026

Vision

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive student experience in an environment characterised by a commitment to diversity, respect for Indigenous knowledge, and high levels of community engagement.

Values

Ko te mana o Te Whare Wānanga o Waikato ka herea ki tō tātou:

- Tū ngātahi me te Māori
- Mahi pono
- Whakanui i ngā huarahi hou
- Whakarewa i te hiringa i te mahara

The University of Waikato places a high value on:

- Partnership with Māori
- Acting with integrity
- Celebrating diversity
- Promoting creativity

1. GENERAL

Te Wānanga o Ngā Kete the Division of Arts, Law, Psychology and Social Sciences (ALPSS) is a large and dynamic Division that includes Te Kura Toi the School of Arts, Te Kura Whatu Oho Mauri the School of Psychological and Social Sciences, and Te Rākau Kotahi the School of Law, Politics, and Philosophy. The Division also has one research institute, Te Ngira the Institute for Population Research (IPR) and one research centre, Te Puna Haumaruru Centre for Security and Crime Science.

The Psychology Centre is in the School of Psychological and Social Sciences in the Division of Arts, Law, Psychology and Social Sciences. The Centre has the following objectives:

- To promote education and pre-service training in clinical psychology in order to enhance the skills of personnel in the public mental health sector in the Waikato Region in particular and nationally and in particular to increase the number of Psychologists able to meet the needs of population groupings which may not be served well (such as Māori);
- To educate personnel to develop innovative and evidence-based assessment and intervention techniques to improve the outcomes of persons referred for psychological treatment;
- To provide a forum for training and development in advanced methods and competencies for practising psychologists and, where appropriate, other mental health providers (in particular those methods known as cognitive-behavioural and other appropriate methods);
- To promote a model of service for providing assessment and treatment for persons who may be eligible for public mental health services, but whose needs may not be fully met;
- To develop and implement programmes to meet the needs of children, youth, their whanau and adults in the region who may require specialised mental health treatment programmes;
- To establish/promote a Centre for the conduct of clinical psychology research and in particular treatment outcome research by psychology students and academic staff working in that area;
- To carry on any other objectives which may seem capable of being conveniently carried on in connection with the above purposes or objects or calculated directly or indirectly to advance the same.

The Centre works in close co-operation with the University of Waikato Clinical Psychology Programme, Te Whatu Ora, ACC and other local agencies.

The Clinical Psychology Programme at the University of Waikato emphasises a scientist-practitioner model of professional practice and the programme has as its theoretical emphasis the cognitive-behavioural model.

The Centre aims to develop innovations in evidence-based interventions, adapt empirically validated methods for the Aotearoa/New Zealand context, and enhance the profile of clinical psychology methods in the mental health service. The role requires close collaboration with the University clinical programme and senior psychologists at Te Whatu Ora.

2. POSITION PURPOSE

To provide supervision (individual and group) to clinical psychology students, modelling of assessment and therapy, and assist in conducting teaching activities. Additionally, the position requires provision of direct clinical psychology services to clients referred to the Centre. The development or support of new/expanded clinical services will also be part of this role.

3. ACCOUNTABILITY

The Supervisor - Clinical Psychologist reports to The Director of The Psychology Centre who in turn reports to the Head of the School of Psychological and Social Sciences, and through them to the Pro Vice-Chancellor of the Division of Arts, Law, Psychology and Social Sciences.

4. KEY RELATIONSHIPS

University of Waikato Clinical Psychology Programme staff
Te Whatu Ora
ACC
General Practitioners

Local schools
Students
Other referral agents

5. KEY RESPONSIBILITIES

Having regard to the aims, objectives and long-term strategic goals of the University, the primary objectives required of a Supervisor - Clinical Psychologist include the following:

Clinical Supervision

- Provide high quality supervision to students in the clinical psychology programme (and possibly to professional peers) through face-to-face supervision, modelling, review of video recordings and clinical reports.
- Ensures that the quality of services provided by students meets acceptable professional standards.

Psychological Treatment and Assessment

- Provide psychological (assessment and treatment) services to clients referred by ACC, Te Whatu Ora, GPs, local schools, self-referrals and other sources.

Develop New Initiatives

- Identify new opportunities for service delivery. Develop and/or support initiatives and programmes to utilise those opportunities.

Programme Development and Research

- Develop and evaluate innovative programmes to meet the needs of clients with mental health concerns, with a focus on adults, children, adolescents and their whanau.

Professional Development, Training and Supervision (depending on experience)

- This role has the potential to involve and develop skills in teaching/training of students enrolled in the Waikato Clinical Psychology Programme and undergraduates.

Service and Administration

- Participate in professional and/or community/iwi and/or outreach activities.
- Carry out broad administrative functions including active and constructive participation at School meetings.

Other

- Participate in the maintenance of a safe and healthy work environment for self and others including students. Comply with and undertake responsibilities set out in the University's Health and Safety Policy.
- Any other duties that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

NOTE: Staff have annual objectives, development and reflection (ODR) meetings with their manager. New staff normally attend such a meeting approximately three months after taking up their appointment.

6. PERFORMANCE STANDARDS

The Supervisor - Clinical Psychologist will be performing satisfactorily when:

- High quality clinical supervision of students (or other professionals) are provided on an individual or group basis as required.
- High quality psychological (assessment and treatment) services are provided to clients referred by ACC, GPs, local schools, self-referral, Te Whatu Ora and other sources.
- New opportunities for service delivery are identified and initiatives and programmes to utilise those opportunities are developed and/or supported.
- Assists with innovative programmes to meet the needs of students and clients with mental health concerns are developed and evaluated, with a focus on adults, children, adolescents and their whanau.
- Professional Development, Training and Supervision of registered clinicians (depending on experience)
- Where appropriate, effective teaching/training and supervision of students enrolled in the Waikato Clinical Psychology Programme is provided.
- Regular contributions are made to appropriate professional and/or community/iwi groups and/or in a public service or University or national representation capacity.
- Regular contributions are made to the School administration, as appropriate, relative to workload norms and expectations.
- Safe and healthy work practices are followed. University policies and procedures, relevant work standards and statutory obligations are complied with.

PERSON SPECIFICATION

EDUCATIONAL QUALIFICATIONS

Essential

- Registered Psychologist with a minimum of a Masters degree in Psychology and a Post Graduate Diploma in Clinical Psychology.
- Current registration as a Psychologist within the Clinical Scope of Practice and holder of a current Annual Practising Certificate with the NZ Psychologists Board.
- Professional affiliation to a national body.

TRAINING, SKILLS AND KNOWLEDGE

Essential

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- Successful work experience in a mental health setting.
- Completion of or a strong interest in developing skills for clinical supervision of students and other health professionals.
- Ability to work with other professionals and to form positive working relationships with medical practitioners and other professionals in the mental health and primary health areas.
- Meets the clinical competences outlined as part of CCP programme by the NZ Psychologists Board.
- Time management skills, organisation and oversight of independent workload.

Preferred

- Experience in programme development and implementation, and evaluation and research is advantageous.
- Experience working with ACC or other contracting agencies.
- Current full driver's license.

PERSONAL QUALITIES

- Self-motivation, a pro-active and flexible approach including a demonstrated commitment to innovation.
- Demonstrated capacity to work effectively as a member of a team.
- Proven ability to maintain a professional approach while under pressure.
- Ability to relate effectively and sensitively to clients and students from a variety of backgrounds and cultures.
- A commitment to equal opportunity and to the University's partnership with Māori as intended by the Treaty of Waitangi.