



New Zealand  
Security Intelligence  
Service  
Te Pā Whakamarumarū

## POSITION DESCRIPTION

### Senior Security Psychologist

**Unit/Branch, Directorate:** NZIC Psychology Services /Security Services Group,  
Protective Security Directorate

**Location:** Wellington

**Remuneration indicator:** I \$89,936 - \$134,905

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#### Purpose of position:

The Senior Security Psychologist position exists to deliver psychological services to support the New Zealand Intelligence Community (NZIC). This includes, but is not limited to:

- Psychological testing, recruitment and protective security
- Staff welfare and clinical services
- Consultation with providers and stakeholders
- Training and development
- Organisational support

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**Our mission** at the NZSIS is to keep New Zealand and New Zealanders safe and secure

**Our values** are Collaborative, Courageous, Positive, Driven and Self-aware

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#### Protective Security purpose:

The Protective Security (PS) Directorate delivers a full range of protective security functions to the New Zealand Intelligence Community (NZIC) and for New Zealand. Our focus is also on leveraging the strong foundations that we have established to enhance our recognition as a NZIC protective security exemplar and to assist key New Zealand institutions to mitigate their insider threat risks through effective security clearance management, vetting services and counter intelligence functions.

The PS Directorate also leads the implementation of the Protective Security Requirements (PSR) programme, which aims to substantially improve the security culture of the public service and, potentially, the private sector.

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Key accountabilities	Deliverables/Outcomes
<b>Psychological testing, recruitment and protective security</b>	<ul style="list-style-type: none"> <li>• Advise recruitment and protective security.</li> <li>• Perform a range of psychological assessments.</li> <li>• Provide verbal and written analysis that synthesises information derived from a range of sources.</li> <li>• Timely and effective turnaround of assessments at a level in line with Psychology Service expectations.</li> </ul>
<b>Staff welfare and clinical services</b>	<ul style="list-style-type: none"> <li>• Deliver accountable, evidenced based and best practice psychological services based on empirical principles and risk management models.</li> <li>• Support staff support services and development programs in accordance with Agency policy and procedures.</li> <li>• Research and analyse current psychological and other relevant literature to facilitate compliance with evidence-based best practice.</li> <li>• Demonstrate compliance with supervision requirements for the purposes of maintaining professional registration and continuing professional development.</li> </ul>
<b>Act for Head of Psychology Services when required</b>	<ul style="list-style-type: none"> <li>• Support Head of Psychology Services in the establishment of the NZIC Psychology Services.</li> </ul>
<b>Consultation with providers and stakeholders</b>	<ul style="list-style-type: none"> <li>• Build and sustain relationships with internal and external providers to facilitate effective communication and progress business outcomes.</li> <li>• Liaise and consult with internal and external stakeholders to engage and support key business processes.</li> </ul>
<b>Training and development</b>	<ul style="list-style-type: none"> <li>• Develop and deliver specialised training and education programs to support the psychological needs of the New Zealand Intelligence Community (NZIC).</li> </ul>
<b>Organisational support</b>	<ul style="list-style-type: none"> <li>• Facilitate and encourage teamwork and engage in appropriate conflict resolution strategies.</li> <li>• Advise on policy development.</li> </ul>
<b>Cultural responsibility</b>	<ul style="list-style-type: none"> <li>• Assist the psychological services to develop an environment that gives effect to the obligations of the Treaty of Waitangi.</li> <li>• Ensure commitment to ensuring the principles of the Treaty of Waitangi is woven into within the practices and delivery of the NZIC Psychological Services.</li> <li>• Display knowledge and sensitivity regarding working</li> </ul>



Key accountabilities	Deliverables/Outcomes
	with employees from diverse cultural backgrounds.
<b>Health and safety (for self)</b>	<ul style="list-style-type: none"> <li>• Work safely and take responsibility for keeping self and colleagues free from harm.</li> <li>• Report all incidents and hazards promptly.</li> <li>• Know what to do in the event of an emergency.</li> <li>• Cooperate in implementing return to work plans.</li> <li>• Be a <b>visible</b> role model at all times.</li> <li>• Follow NZSIS's safety rules and procedures.</li> <li>• A safe and healthy workplace for all people using our sites as a place of work.</li> <li>• All requirements in the NZIC Health and Safety policy and procedures are met.</li> </ul>

Position delegation	
<b>Financial delegation:</b>	None

Key stakeholders	
<b>Internal:</b>	<ul style="list-style-type: none"> <li>• PS Directorate Management Team</li> <li>• NZSIS Senior Leadership Team</li> <li>• GCSB Senior Leadership Team</li> <li>• NZIC personnel</li> <li>• ICSS</li> </ul>
<b>External:</b>	<ul style="list-style-type: none"> <li>• Wider New Zealand Intelligence Community</li> <li>• Other New Zealand government agencies</li> <li>• External providers of psychology services</li> <li>• International partners agencies as required</li> </ul>

Person Specification	
<b>Experience:</b>	<ul style="list-style-type: none"> <li>• At least 5 years post graduate experience.</li> <li>• A breadth of clinical experience in Adult Mental health, including the assessment and treatment of depressive, anxiety, obsessive-compulsive, trauma and stressor related disorders, as well as substance related and addictive disorders and personality disorders.</li> <li>• Experience with administering and interpreting and integrating a range of psychometric tests.</li> </ul>



Person Specification	
	<ul style="list-style-type: none"> <li>• Experience working on large-scale projects and being able to sustain their delivery over long-term time periods.</li> <li>• Experience of working with multiple stakeholders simultaneously.</li> </ul> <p><i>Desirable:</i></p> <ul style="list-style-type: none"> <li>• Experience in forensics, law enforcement, security, or emergency services (e.g. New Zealand Defence Force, Emergency Services, New Zealand Police, Corrections).</li> <li>• Experience developing people.</li> </ul>
<b>Knowledge and Skills:</b>	<ul style="list-style-type: none"> <li>• Expertise in the fields of clinical and/or forensic psychology.</li> <li>• Strong and effective interpersonal skills.</li> <li>• The ability to work independently and autonomously and pro-actively and efficiently manage workload and prioritise time.</li> <li>• Can work independently as well as with a team.</li> </ul>
<b>Qualifications and Courses:</b>	<ul style="list-style-type: none"> <li>• Minimum of Masters level qualifications and experience in clinical and/or forensic psychology.</li> <li>• Registered to practice with the New Zealand Psychologists Board as a psychologist.</li> </ul>
<b>Specific Job Requirements:</b>	<ul style="list-style-type: none"> <li>• Can observe their own limits of knowledge and seek support as required.</li> <li>• Can operate in a highly dynamic work environment, can adjust rapidly to change and views change as a challenge to be met, rather than a barrier to success.</li> <li>• A strong professional support network.</li> <li>• Must be suitable to be granted and retain a Top Secret Special (TSS) security clearance.</li> </ul>



### NZIC Competencies

In addition to the Person Specification above, competency standards which outline the development requirements of the position are set out under the NZ Intelligence Community (NZIC) Career Pathways framework. The Career Pathways framework enables progression within the job.

Full descriptions of progression competencies and an overview of the NZIC Career Pathways framework are available on appointment.

### Changes to Position Description

Positions in the NZSIS may change over time as the organisation develops. Therefore we are committed to maintaining a flexible organisation structure that best enables us to meet changing market and customer needs. Responsibilities for this position may change over time as the job evolves. This Position Description may be reviewed as part of planning for the annual performance cycle.

Date PD reviewed: 1/08/2018

Signatures		
Managers Name		
Signature		Date:
Employee's Name		
Signature		Date:



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