



POSITION DESCRIPTION

Australian Broadcasting Corporation

Label	Description
Position Title:	MANAGER, PSYCHOSOCIAL HEALTH & WELLBEING
Position no:	50066377
Team:	[People & Culture]
Department:	Health, Safety & Wellbeing
Location:	Ultimo
Reports to:	HEAD, HEALTH SAFETY & WELLBEING 50027608
Classification:	Administrative/Professional
Schedule:	[Schedule A]
Roster cycle	[Non-Rostered]
Band/level:	[Band 8]
HR Endorsement:	16/01/2024

Purpose

Lead the ABC's psychosocial health and wellbeing programs, to enable employees and managers to identify and manage psychosocial risks through ongoing prevention, training and awareness initiatives.

Key Accountabilities

- Under broad direction of the Head, Health Safety & Wellbeing and in collaboration with the Manager Trauma Programs and key stakeholders, develop, lead, manage and conduct ongoing psychosocial risk management initiatives across the ABC.
- Develop, shape and implement communications strategies to promote the ABC's psychosocial health and wellbeing programs.
- Manage the contract for provision of Employee Assistance Program (EAP) services to ensure timely and cost-effective services to support employee wellbeing, and to provide other EAP services as required.
- Maintain the ABC Psychosocial Risk Register and framework and assist ABC Divisions to proactively identify, assess and manage psychosocial risks in the workplace.
- Develop and conduct targeted training across the ABC to support managers and workers to manage and respond to psychosocial risks.

- Advise and support the Injury Management team in facilitating early intervention and workplace rehabilitation programs for employees presenting with psychological injuries, psychosocial injuries or injuries involving psychosocial factors.
- Assist ABC Divisions, as required, in implementing preventative and early intervention strategies to mitigate and manage psychosocial hazard exposure, including the facilitation of ABC employees' access to qualified and competent psychologists, and other ABC support structures.
- Actively promote the ABC values and apply all relevant workplace policies and guidelines.
- Cooperate with any reasonable instruction, procedure or policy relating to safety and take reasonable care for your own safety and that of other people who may be affected by your conduct while at work. Additional WHS responsibilities apply to Managers and Supervisors, Team Directors, and other Officers.

Key Capabilities/Qualifications/Experience

1. General registration as a Psychologist by the Psychology Board of Australia.
2. Certificate IV in Training and Assessment with demonstrated experience in developing, delivering and evaluating psychological health and wellbeing training programs.
3. Demonstrated experience in developing, managing and delivering interventions addressing psychosocial health management in organisational settings; specific experience in working with personnel in journalist/media sphere is highly regarded.
4. Superior organisational, planning and communication skills and excellent problem solving, prioritising and troubleshooting capability.
5. Capability and experience working collaboratively in multi-disciplinary teams.
6. Experience in the development, delivery, review and continuous improvement of projects.
7. **ABC Principles:** Demonstrated commitment to the ABC Principles of We are ABC, Straight Talking, People Focused, Accountable and Open & Transparent.
8. **ABC Policies:** Understanding of the relevance and scope of ABC policies and the ABC Principles and a commitment to adhere to these; particularly in relation to complying with health, safety and wellbeing requirements in the workplace and acting in accordance with the ABC Principles.
9. **Diversity and Inclusion:** Ability to communicate effectively and build relationships with people from a range of diverse backgrounds.



www.abc.net.au/careers