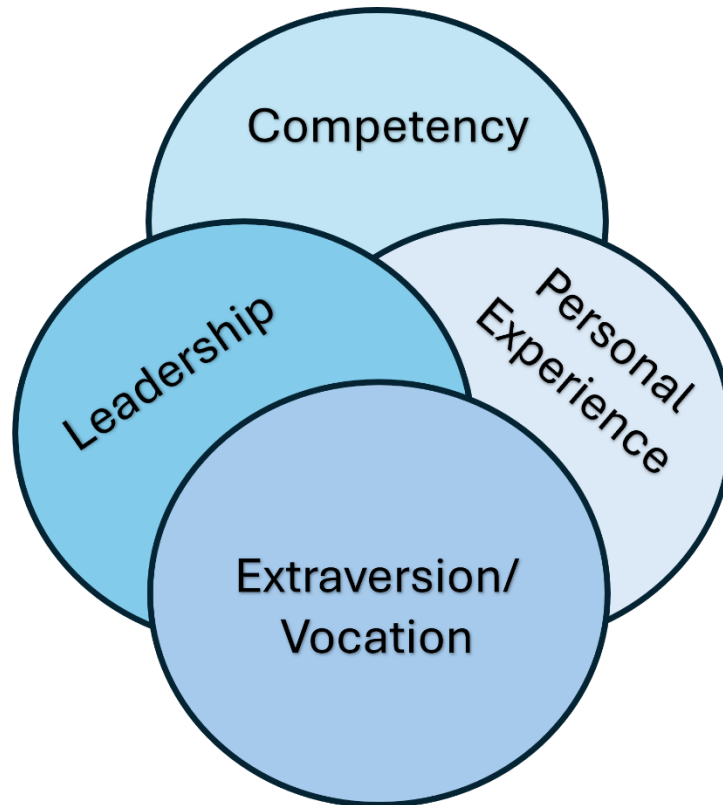


## Site Counsellor Selection



**Competency:** qualifications and experience directly related to the position description.

**Extraversion/Vocation:** the individual enjoys building rapport and sees their work as part of their broader purpose.

**Leadership:** the individual has experience in leadership – by training and/or experience.

**Personal Experience:** they have experienced life in the ‘FIFO world’ or have life experience that allows connection and pragmatic approaches.

Refer to Site Counsellor Position Description for further information.

## Position Description - Site Counsellor

### Our Mission

FIFO Counsellors exist to increase psychosocial safety in the resource sector.

### Role Contribution

This role contributes to remote site psychosocial safety by providing support, counselling, presentations, training and referrals.

### Role Relationships

This role reports to the FIFO Counsellors Regional Manager and the site contract manager. This role builds effective relationships with all staff at contracted site (and the FIFO Counsellors team) to fulfill the role responsibilities.

### Role Responsibilities

- Proactively develops, and builds, professional relationships with all staff (including contractors) across all levels of the site
- Provides support and referrals to all staff on contracted site and organisation related to wellbeing and psychosocial safety
- Provides individual counselling to any staff member (including contractors) related, but not limited to:
  - Stress
  - Anxiety
  - Depression
  - Emotional regulation
  - Trauma
  - Work demands
  - Low levels of job control
  - Inadequate support from supervisors and/or co-workers
  - Lack of role clarity
  - Poor organisational change management
  - Low recognition and reward
  - Poor organisational justice
  - Extreme environmental conditions
  - Remote work
  - Isolated work
- Develops and presents to staff presentations related to the above issues and other identified needs either site wide or for specific teams
- Develops rapport with supervisors and managers to provide support, assistance and insights
- Cultivates psychosocial safety leaders through existing and new pathways
- Assists and provides psychosocial crisis coordination
- Assists with the identification, development and facilitation of initiatives related to FIFO Counsellors' purpose within Site Counsellor's contracted site