

Australian Psychological Society | Candidate Profile | 2026 Board of Directors Election

All candidate information is supplied by the candidate



Name: Janet Tay

Candidacy: General Director, Division of Early Career

CANDIDATE CAPABILITY RESPONSES

Demonstrated interest in working across various professions for the psychological health and wellbeing of the Australian community

My interest in working across professions to support psychological health and wellbeing is demonstrated through my psychology training, multidisciplinary practice, and community involvement. My psychology experience has included a university clinic, a public hospital outpatient clinic, a multidisciplinary neurodevelopmental assessment service, and private practice. Across these settings, I have worked alongside professionals from psychology, medicine, allied health, disability, and education. This has shown me the value of different professions working together to support clients and families. As a Mandarin-English bilingual psychologist, I also have firsthand appreciation of how language, culture, and migration experiences can influence help-seeking, engagement, and access to psychological services. Beyond clinical practice, I have volunteered with Lifeline, the Red Cross, and local Gold Coast schools. My previous career in audit and finance has also given me experience of a very different professional environment and broadened my appreciation of how different disciplines approach complex problems, professional judgement, and decision-making. Together, these experiences have strengthened my interest in how psychological knowledge can work alongside other professional and community perspectives to support the wellbeing of Australians from diverse backgrounds.

Extensive and current knowledge of, and good standing within, the APS and psychology

My knowledge of the APS is current and grounded in active participation across several parts of the organisation. I have been an APS member in good standing since 2022 and an active member of the APS Gold Coast Branch Committee since 2023 (currently serving as Treasurer). I am also a member of the APS Division of Early Career and APS College of Clinical Psychologists. Through the Gold Coast Branch, I have gained practical experience in member and student engagement, including connecting psychology students and universities with practising psychologists in our local APS community. I am a psychologist in private practice, currently undertaking the Clinical Psychology Registrar Program. My practice, supervision, and professional development keep me actively engaged with contemporary clinical, ethical, and professional issues in psychology.

Having recently completed postgraduate training and entered private practice, I bring firsthand understanding of the challenges facing early-career psychologists, including the transition to independent practice, professional development, supervision, and establishing a sustainable career. Combined with my previous professional experience, this enables me to contribute an early-career perspective alongside established governance and professional expertise.

Demonstrated understanding of the role of a Non-Executive Director of a NFP company limited by guarantee

My understanding of governance comes from both formal training and extensive professional experience. With a Master of Applied Finance and a Bachelor of Accounting (Hons), I have approximately 15 years of professional experience across audit, finance, and governance-related responsibilities. My previous career included senior roles in external audit within an international professional services firm. I later led the internal audit function of a publicly listed company, reporting directly to its Audit Committee of independent directors on risk, internal controls and governance. I also previously served on company boards as a Finance Director in international corporate settings, giving me direct experience of Board governance and decision-making from an executive director perspective. These roles developed skills directly relevant to a Non-Executive Director of a not-for-profit company, including accountability, independent oversight, risk management, financial stewardship, and constructive challenge. I understand that a Non-Executive Director's role is governance rather than day-to-day management, including contributing to strategy, critically reviewing information, overseeing risk, engaging constructively with management, and exercising independent judgement. I understand that, as a Director, my duty would be to the APS as a whole, acting in its best interests and supporting its purpose for our members and the wider community.

Effective leadership of membership teams or organisations that demonstrate a strong, values-based culture

My leadership experience comes from leading professional teams and functions where integrity, accountability, and professional standards are essential. In my previous senior external audit roles, I supervised professional teams, allocated work, reviewed evidence, and maintained quality standards and deadlines. I later led the internal audit function of a publicly listed company, setting audit priorities and supporting the Audit Committee's oversight of risk, internal controls, compliance, and governance. In my Finance Director roles, I also contributed to strategic and financial decision-making. Those roles taught me that organisational culture is shaped as much by everyday behaviour as by formal policies. People notice whether expectations are clear, whether standards are applied fairly, and whether concerns can be raised appropriately. My leadership approach is to set clear expectations, listen to different perspectives and create an environment in which people can contribute responsibly and respectfully. My involvement with the APS Gold Coast Branch has also given me experience of working within a member-based professional organisation and reinforced the importance of inclusion, participation, and connection across different career stages.

Experience in, or a thorough understanding of, advocacy expectations and engagement of the community and all APS members

My APS and community involvement have given me practical experience in member engagement and have shaped my understanding of effective professional advocacy. As a member of the APS Gold Coast Branch Committee since 2023, I have participated in activities connecting APS members, psychology students, and the wider professional community. For example, when a local university sought practising psychologists to speak with students about psychology and professional practice, I helped connect the university with psychologists from the local APS community. That experience reinforced for me that effective advocacy starts with listening and understanding what people need before deciding how best to respond. APS members work across different career stages, areas of practice, settings, geographical locations, and communities. Effective advocacy requires listening across those differences, identifying shared and emerging concerns, and ensuring members' perspectives can appropriately inform organisational decision-making. For me, this also means communicating those concerns clearly and in an evidence-informed way, while being realistic about what the APS can appropriately advocate for and commit to on behalf of its members and the wider community.

Ability and/or aptitude to act as an ambassador for the APS in the community and in government settings

I bring over a decade of professional experience working in high-accountability settings and communicating complex finance, risk, and governance issues with directors and other stakeholders. In my previous role as the internal audit lead of a publicly listed company, I regularly presented audit, risk, and governance matters to directors, Audit Committee members, and senior executives. My earlier external audit work within an international professional services environment also required clear communication and sound judgement in regulated corporate and reporting environments. These roles required me to explain technical information clearly, respond constructively to scrutiny and exercise professional judgement when communicating with senior stakeholders. These experiences developed the communication, judgement, and composure required to represent an organisation credibly to senior and external stakeholders. Working in psychology has further broadened these communication skills. As a bilingual psychologist working with clients, families, and professionals from different backgrounds, I am accustomed to adapting my communication across professional, cultural, and linguistic contexts. If elected, I would bring clear communication, professional judgement, and a considered approach to representing the APS in the community and with government and other stakeholders. I would seek to communicate early-career psychologists' perspectives, while recognising my responsibility to the APS and our members.

Demonstrated ability to constructively resolve conflict

Managing different professional perspectives has been a routine part of my work across audit, finance, and psychology. In my previous audit roles, disagreements commonly arose around findings, risks, controls, responsibilities, and the interpretation of available evidence. My approach has been to hear and understand different perspectives, clarify applicable standards and responsibilities, and work towards a practical resolution while maintaining professionalism. Where agreement could not be reached, or where a matter required higher authority, I have used established governance and escalation processes, with attention to procedural fairness and clear documentation of the relevant evidence and reasoning. Psychology has further strengthened my awareness of interpersonal dynamics, power differences, and the importance of ensuring different perspectives are heard. For me, constructive conflict resolution starts with recognising that different people can see the same issue in different ways. It means being willing to hear those perspectives, understand the reasoning behind them, and consider the issue from more than one point of view. Where differences remain, I find it important to stay respectful, focus on the evidence and organisational purpose, and rely on fair and transparent processes to move forward.

Demonstrated ability to conduct fair, respectful and ethical interactions with fellow Board members, the CEO, APS members and relevant stakeholders

Fairness, professional independence, confidentiality, and evidence-based judgement have been central to my previous professional roles and my current work in psychology. For example, as the internal audit lead of a publicly listed company, I worked directly with directors, Audit Committee members, and senior management while maintaining the independence and integrity of the assurance function. This required careful handling of confidential information, accurate reporting, appropriate professional challenge, and respect for governance roles. Audit taught me to distinguish evidence from assumption, ground professional judgement in applicable standards, exercise due professional care and professional scepticism, document my reasoning, and be willing to raise concerns through appropriate channels when required. My work in psychology has reinforced complementary principles, including professional boundaries, respect for autonomy and dignity, and ethical decision-making. If elected, I would bring the same approach to working with fellow Directors, the CEO, APS members, and relevant stakeholders. I would listen carefully, ask questions respectfully, consider evidence and different perspectives, manage disagreement appropriately, maintain confidentiality, and respect role boundaries. I would aim to contribute to decisions in a way that is fair, respectful, well-reasoned and consistent with the responsibilities of the Board.

CANDIDATE DISCLOSURES

Declaration of Interests – General

- Psychologist at Inspire Mindful Psychology
- Sole trader operating under the business name Cognition Psychology

Declaration of Interests – Directorships/Committee Memberships

- No current directorships or non-APS committee memberships

Declaration of Interests – APS Member Groups/APS Committee Memberships

- APS Gold Coast Branch (Committee Member since 2023, currently serving as Treasurer)
- APS Division of Early Career
- APS College of Clinical Psychologists
- APS Division of Psychological Research, Education and Training

Declaration of Interests – Other Memberships

- Australian Clinical Psychology Association (ACPA), Associate Member
- Institute of Private Practising Psychologists (IPPP), Training Member