

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

All candidate information is supplied by the candidate



Name: Gavin Duarte

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

Throughout my career I have worked across professional boundaries in education, community health and tertiary health settings. With Student Support Services I practised within multidisciplinary teams comprising psychologists, social workers, speech pathologists, occupational therapists and behaviour support specialists, and I led such teams in an acting and secondment capacity. At Sunshine Special Developmental School I led the School-Wide Positive Behaviour Support program in collaboration with teachers, speech pathologists and occupational therapists. In my current position as the sole psychologist for a Prep to Year 12 college, I am a core member of the Paediatrician in Schools program delivered by Monash Health under a Memorandum of Understanding, which involves joint clinical decision-making with Developmental Paediatricians and inpatient psychiatric teams. I also convene a cross-disciplinary community of practice of more than one hundred allied health practitioners working in Victorian government schools. This experience has established my view that the psychological health and wellbeing of the Australian community is advanced through coordinated professional effort rather than through psychology alone, and that the value of psychological expertise depends substantially upon its accessibility to other professions.

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

I am a Member of the Australian Psychological Society and a Fellow of the College of Educational and Developmental Psychologists, and I currently hold the position of Early Career Representative on the College's National Committee. I hold dual area of practice endorsement in Educational and Developmental Psychology and in Clinical Psychology, which provides me with direct familiarity with two areas of practice, their respective training pathways and their distinct professional concerns. I am a Board-Approved Supervisor across the tertiary placement, 4+2 and 5+1 pathways, and I hold Board approval as a Registrar Program Principal Supervisor. I provide supervision to provisional psychologists both as a field supervisor and, through a sessional appointment with the University of Melbourne, on the university side of placement.

I have contributed to the profession publicly as a panel speaker at the APS Early Careers Expo, as a contributor to APS Insights, and as a co-author of a systematic review published in the International Journal of Applied Positive Psychology in 2025. My registration is unconditional and I have not been the subject of an adverse finding by AHPRA, the Psychology Board of Australia or the Society.

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

I make clear that I have not previously served as a Non-Executive Director, and that this would be my first not-for-profit Board appointment. I unsuccessfully applied for the same role in 2024. My understanding of the role derives from adjacent experience and from preparation. As the sole director of a private company which I founded in early 2026, I hold the statutory duties in practice: to exercise care and diligence; to act in good faith in the best interests of the company and for a proper purpose; not to misuse position or information; to prevent insolvent trading; and to declare and manage material personal interests, which I have done below. A company limited by guarantee has members rather than shareholders, holds no share capital, and applies its surpluses to its purpose. A Non-Executive Director governs rather than manages: the Board determines strategy, appoints and monitors the Chief Executive, and oversees risk, financial sustainability and compliance with the *Corporations Act 2001* (Cth) and ACNC obligations, while management conducts the operations of the organisation. I further understand that a Director representing early career psychologists owes their fiduciary duty to the Society as a whole, and that Board decisions are supported collectively once taken.

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

I have exercised leadership in three distinct capacities: of teams under my direct management, of professional networks in which I hold no formal authority, and of individual practitioners under my supervision. With Student Support Services I led multidisciplinary allied health teams in an acting and secondment capacity, including a team of nine professionals serving twenty-eight schools, with responsibility for caseload allocation, clinical oversight, supervision and performance management. I convene and chair the Allied Health in Schools Community of Practice, an informal network of more than one hundred psychologists, social workers, speech pathologists, occupational therapists, physiotherapists and counsellors across three Victorian government school areas, which meets regularly in person and online, both collectively and in discipline-specific groups. I also supervise provisional psychologists in both field and university capacities. My approach to culture is that it is established through consistent leadership practice rather than through stated values. In professions where the disclosure of difficulty is interpreted as professional deficiency, I have consistently established peer supervision structures as a means of making that disclosure routine.

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

Advocacy has been a consistent feature of my clinical practice. I prepare assessment reports that secure Disability Inclusion Profile funding and National Disability Insurance Scheme access for individual students, and I deliver professional learning and consultation to school leadership, which advances the same objectives at a systemic level. In relation to members, my understanding of early career advocacy is informed by direct experience. The principal pressures are identifiable: the cost and limited availability of supervision, the complexity and expense of endorsement pathways, the two-tier Medicare rebate structure, competition for placements, and workforce attrition within the first five years of practice. I completed the substantial equivalence pathway to clinical endorsement myself. As Early Career Representative on the National Committee of the College of Educational and Developmental Psychologists, I convey these matters to the Committee's deliberations, and I have represented the Society publicly at the Early Careers Expo and in APS Insights. Effective advocacy for all members requires recognition that the membership spans areas of practice, employment settings, career stages and jurisdictions, and that advocacy favouring one constituency diminishes the credibility of the whole.

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

Representing psychology to those outside it is a substantial part of my work. I am employed within the Victorian Department of Education and consult to principal-class leaders; I work alongside a tertiary hospital service under a Memorandum of Understanding with Monash Health; I hold a sessional appointment with the University of Melbourne; and I have liaised with Victoria Police and Child Protection. Psychology holds no standing by default in these settings. Credibility is established by demonstrating utility and diminished by overstatement. I therefore consider it necessary to be explicit about the limits of the evidence as well as its strengths. The systematic review I co-authored in 2025 found that a proportion of well-intentioned wellbeing programs produced no measurable benefit, and that a small number appeared to produce harm. I would represent the Society on the same basis: advocacy for the profession carries greater weight where the profession also reports its own negative findings. In community settings I have represented the Society at the APS Early Careers Expo and in APS Insights, and I convene a cross-disciplinary network of allied health practitioners. I am practised in translating psychological concepts for non-specialist audiences without compromising accuracy, and comfortable speaking on the record.

Demonstrated ability to constructively resolve conflict

My approach to conflict is to address it early and directly, on the basis that unresolved disagreement becomes more difficult to resolve over time. In clinical and supervisory contexts this has required me to define professional boundaries before they were breached, to raise concerns regarding a colleague's practice at an early stage rather than permitting them to accumulate, and to initiate conversations with team members concerning workload and burnout. My leadership training frames this as maintaining high care and directness concurrently rather than trading one against the other. I prepare for such conversations deliberately: clarifying the intended outcome beforehand, using first-person language, and conducting positive feedback as a separate conversation rather than combining it with criticism. I regard silence within a group as a matter requiring attention rather than as agreement. At Board level, conflict more commonly concerns judgement than conduct. In that context I would state my position fully at the table, seek to establish whether the disagreement concerns facts, values or risk appetite, and then support the decision of the Board once it is taken.

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

My practice is governed by the AHPRA Code of Conduct and the APS Code of Ethics, and I apply a structured ethical decision-making model rather than relying on judgement alone. As a Board-Approved Supervisor and Registrar Program Principal Supervisor I also hold responsibility for the ethical practice of others, including the provision of guidance to field supervisors who do not themselves hold Board approval. I practise from a strengths-based, neuroaffirming and culturally responsive position. In a school community in which the majority of families speak English as an additional language, I coordinate professional interpreting and establish a family's understanding of a situation before offering my own. I consider fair and respectful conduct to consist of several consistent behaviours: declaring an interest in advance rather than on request; distinguishing between what I know and what I believe; representing my own role accurately; providing the reasoning supporting a position rather than the position alone; and treating disagreement as information. I would apply the same standards to interactions with fellow Directors, the Chief Executive, members and stakeholders, including where respectful conduct requires disagreement.

CANDIDATE DISCLOSURES

Declaration of Interests – General

- I am the founder and sole director of Grounded Scribe Pty Ltd, a private company developing AI-assisted clinical documentation and practice software for health professionals. Its intended customer base includes Australian mental health professionals, among them early career psychologists. I declare this as a material personal interest. The potential conflict is specific. The APS may form policy, issue member guidance, make public comment, or enter commercial or partnership arrangements concerning artificial intelligence in clinical practice, clinical documentation, record keeping, or digital tools for members. I would have a financial interest in the outcome of such matters. If appointed, I would record this interest on the Board's register of interests on commencement and keep it current; declare it again at any meeting at which a related matter arose; absent myself from the discussion and the decision; and take no part in the vote, in accordance with the *Corporations Act 2001* and APS policy. I would not use my position or any information obtained through it to advance the company's interests.

- I also operate Daily Growth Psychology, a sole-trader private practice, and am employed by the Victorian Department of Education and sessionally by the University of Melbourne and Swinburne University.

Declaration of Interests – Directorships/Committee Memberships

- Director: Founder and sole director, Grounded Scribe Pty Ltd (September 2025 – present). Private company; AI-assisted clinical documentation and practice software for health professionals. See the material personal interest declared above.
- Business interest: Sole trader and principal psychologist, Daily Growth Psychology (November 2022 – present). Private psychology practice.
- Committee: Early Career Representative, National Committee, APS College of Educational and Developmental Psychologists (current). Detailed under APS Member Group membership below.
- Informal role, declared for completeness: I convene and chair the Allied Health in Schools Community of Practice, an unincorporated network of allied health practitioners in Victorian government schools. It has no legal status, no funds and no office holders; I hold no appointment and receive no remuneration.
- I hold no other directorships, and no Board, trustee or committee appointments with any other company, incorporated association, not-for-profit, government body or professional association.

Declaration of Interests – APS Member Groups/APS Committee Memberships

- Member, Australian Psychological Society.
- Fellow, APS College of Educational and Developmental Psychologists (CEDP).
- Early Career Representative, CEDP National Committee — current. In this role I contribute the early career member perspective to the Committee's work, including professional development, supervision and member engagement.
- I have previously held the role of 'Treasurer' and 'Committee Member' and 'Student Representative' with the Victorian State branch of the College of Educational and Developmental Psychologists from 2018-2023.
- Speaker, Psychologist Wisdom Panel, APS Early Careers Expo, Melbourne, 2025.
- Contributor to the APS Insights article "Seven ways to futureproof your skills as an early career psychologist".
- I hold no other APS Member Group, College, Interest Group or Committee memberships or office-bearer positions.

Declaration of Interests – Other Memberships

- Member, Australian Association of Psychologists Inc (AAPi) and Fellow of the Australian Educational and Developmental Psychology Association (AEDPA). I note these are separate professional associations representing Australian psychologists, and that AAPi specifically supported my application for Clinical endorsement through the substantial equivalence pathway. I do not hold office with AAPi and have no role in its governance, advocacy or policy positions. I would declare and manage any matter in which these organisations' interests diverged.
- Registrant, Psychology Board of Australia (#PSY0002168546): Board-Approved Supervisor and Registrar Program Principal Supervisor.
- I hold no political party membership, union office, or membership of any other body that would bear on my independence as a Director.