

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

All candidate information is supplied by the candidate



Name: Megan Waters

Candidacy: General Director, Division of Colleges, College of Clinical Psychologists

CANDIDATE CAPABILITY RESPONSES

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

I have been fortunate to have a career in psychology that has allowed me to see the profession from a number of perspectives. I began as a school psychologist and have since worked across private clinical practice, workplace psychology, university education and supervision, medico-legal assessment and research ethics. I remain deeply connected to clinical practice. As a Clinical Psychologist and Clinical Lead, I work directly with clients while also supervising psychologists and postgraduate students. This keeps me close to the realities of delivering psychological care, while my broader roles have required me to work alongside professionals across health, education, law, universities and community settings. These experiences have taught me that decisions about psychology do not exist in isolation. Changes to training, professional standards, workforce structures and service delivery ultimately affect practising psychologists, the professionals and systems we work alongside, and the communities we serve. I would bring to the APS Board both a broad view of the profession and the perspective of a practising clinician: someone interested in thoughtful reform, while maintaining the quality, integrity and public trust that underpin psychology.

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

I have been an APS member since 2018, joining as soon as I was eligible. I value belonging to a professional body and look to the APS as a collective voice for psychologists, engaging with its advocacy, professional guidance, conferences, events and CPD opportunities. I see membership as more than accessing resources. I bring professional discussions and developments into my clinical practice, leadership and supervision, considering how they translate into everyday decisions. I am an endorsed Clinical Psychologist and Board-approved supervisor, holding both a Master of Professional Psychology and Master of Clinical Psychology. For me, undertaking further Clinical training was about developing greater depth and rigour in my own practice. My experience training through both pathways, and subsequently teaching and supervising within them, has given me a valuable understanding of their different purposes, the expertise they develop and the contribution each makes to our profession. As psychology's training pathways evolve, I believe the APS has an important role in bringing together these different perspectives. Our profession encompasses considerable diversity in training, expertise and practice, and effective advocacy requires understanding that complexity while maintaining a strong, connected professional voice.

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

I understand that being a Non-Executive Director is not about advancing an individual agenda, but accepting collective responsibility for the governance, strategic direction and long-term sustainability of the APS. As a director of a not-for-profit company limited by guarantee, I would have legal and fiduciary duties to the APS, including acting in its best interests and exercising appropriate care and diligence. Although elected through the Clinical College, my duties would be to the organisation as a whole. Good governance requires independent judgement, financial and risk oversight, ethical decision-making and scrutiny of organisational performance. It also requires a constructive relationship with the CEO, providing support, challenge and accountability while respecting the distinction between governance and operational management. As a Clinical Lead and university supervisor, I navigate competing professional needs, resource constraints and organisational requirements. My experience on a school Board and Human Research Ethics Committee has provided governance experience and training in oversight, risk, compliance and collective decision-making. I recognise that professional experience alone does not equip someone for every responsibility of directorship. I would prioritise further specialist governance education to fulfil these duties with appropriate care, diligence and judgement.

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

As a Senior Clinical Psychologist and Clinical Lead, my leadership responsibilities extend across both clinical practice and the day-to-day operation of a psychology practice. I am involved in recruitment, staff management, administrative decisions, resource allocation and the practical challenges of maintaining a sustainable service. This requires balancing the needs of staff, clients and the organisation while remaining accountable to professional and ethical standards. My approach to leadership is grounded in creating a culture where people feel safe to think, question and reflect, while maintaining clear expectations and accountability. I believe psychological safety should enable difficult conversations, not prevent them. This includes addressing performance concerns, making difficult decisions and remaining open to perspectives that challenge my own. Through clinical supervision, consultation and the development of practice processes, I help translate professional standards and the Code of Conduct into everyday decisions. My university roles extend this leadership to postgraduate training, where supporting developing psychologists must be balanced with maintaining professional competence and standards. I believe values-based leadership requires consistency between what an organisation says it values and how it actually operates, particularly when decisions are difficult.

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

I see effective advocacy as beginning with listening. The APS represents psychologists across different areas of practice, career stages and professional pathways, and advocacy needs to reflect that breadth, including voices that may be less represented. Advocacy also matters to how psychology is understood and trusted by the community. Psychology has worked hard to establish itself as a respected, evidence-based profession, and I believe our advocacy should strengthen public confidence in both the science and practice of psychology. Effective advocacy requires respect for established knowledge and expertise while remaining open to emerging evidence and different perspectives. It also means recognising whose voices have historically been underrepresented, particularly Aboriginal and Torres Strait Islander peoples, and supporting their meaningful involvement in shaping the profession, its training and the services it provides. Listening, however, is not the end point. The APS must translate member perspectives, evidence and community needs into clear, credible positions and advocate for them effectively. As a Director, I would contribute my own perspectives openly and respectfully, remain willing to have my thinking challenged, and support and represent the agreed position of the Board.

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

Throughout my career, I have worked in settings where communicating psychological knowledge clearly, building professional relationships and understanding different perspectives have been essential. My experience across schools, universities, workplaces, private practice and the Family Court has required me to engage with people from different professions, organisations and backgrounds. As a Single Expert Witness in the Family Court, I am required to communicate complex psychological evidence impartially, accurately and accessibly, often in circumstances involving competing perspectives and significant consequences. This has reinforced the importance of preparation, professional credibility and understanding the limits of psychological evidence.

I recognise that representing the APS in community and government settings requires more than communicating my own professional views. It involves understanding the priorities of different stakeholders, listening respectfully, building constructive relationships and communicating the APS's agreed positions with clarity and confidence. I would approach this responsibility with an appreciation of the diversity and complexity of psychology, while maintaining a clear focus on the APS's broader purpose and the communities it serves. I believe effective representation requires both the confidence to communicate a position and the judgement to know when to listen, seek further information or defer to others' expertise.

Demonstrated ability to constructively resolve conflict

Conflict resolution is central to my clinical practice, leadership and supervision. I am comfortable initiating difficult conversations and addressing disagreement directly. I believe avoiding conflict often allows difficulties to become entrenched, while disagreement, handled constructively, can strengthen decision-making. In university settings, I have navigated differing therapeutic orientations and approaches to student supervision and assessment, alongside complex ethical obligations and professional standards. I seek to understand what drives different positions, question assumptions and identify shared responsibilities. My experience on a Human Research Ethics Committee has similarly involved working through strongly held differences towards sound collective decisions. Self-reflection is fundamental to how I approach conflict. I consider my own assumptions, behaviour and contribution rather than locating the problem entirely with others. I can challenge an idea without diminishing the person presenting it, remain open to changing my position and seek supervision or consultation when appropriate. I place particular importance on repair. Resolving conflict is not simply reaching a decision or determining who is right. It requires acknowledging mistakes, restoring trust where needed and maintaining relationships in which people can continue to disagree, reflect and work constructively together.

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

I believe strong professional relationships need to be actively built. Taking time to understand people's expertise, responsibilities and perspectives creates the trust necessary for honest communication and mutual accountability. I value expertise while recognising the limits of any single perspective. As a school psychologist, I worked across overlapping systems, including school leadership, parents, teachers and the Education Department's school psychology service, each with different responsibilities and expectations. Navigating these relationships required understanding organisational boundaries, maintaining professional independence and balancing competing obligations while keeping the wellbeing of children and families central. My work as a Single Expert Witness in the Family Court has similarly required impartiality, clear professional boundaries and communicating independent, evidence-based opinions respectfully, including when difficult to hear. I recognise that Board relationships carry particular responsibilities, including confidentiality, managing conflicts of interest and respecting the distinction between governance and operations. Directors must provide appropriate scrutiny and support to the CEO while recognising the expertise and responsibilities of those managing the organisation. I would bring this combination of professional respect, independent judgement and ethical accountability to my interactions with fellow Directors, APS members and stakeholders.

CANDIDATE DISCLOSURES

Declaration of Interests – General

I am a sole trader Clinical Psychologist and Clinical Supervisor, providing psychological services through private practice, including as Clinical Lead at The Mind Lab in Western Australia. I also undertake sessional university teaching and clinical supervision of postgraduate psychology students at the University of Notre Dame Australia. My professional interests include clinical psychology, private psychological practice, psychology education and training, supervision, and psychology workforce development. I would disclose and appropriately manage any actual, potential or perceived conflicts of interest arising from my professional roles or interests in accordance with APS requirements.

Declaration of Interests – Directorships/Committee Memberships

- None currently

Declaration of Interests – APS Member Groups/APS Committee Memberships

- APS EMDR and Psychology Interest Group
- APS Trauma and Psychology Interest Group
- APS Women and Psychology Interest Group
- APS Internal Family Systems and Psychology Interest Group
- APS Psychedelic-Assisted Therapy Interest Group
- APS Diverse Bodies, Genders and Sexualities Interest Group
- APS Narrative Theory and Practice in Psychology Interest Group
- APS Attention Deficit Hyperactivity Disorder Interest Group
- APS College of Clinical Psychologists

Declaration of Interests – Other Memberships

- EMDR Association of Australia (EMDRAA) – Accredited Practitioner