



**Carla Fotev**  
**Director**  
**Registered Psychologist / Licensed Investigator**

#### Qualifications

- Bachelor of Psychology (UWA) 1990
- Graduate Diploma of Education (UWA) 1992
- Master of Educational Psychology (Massey NZ) 2000
- Certificate IV Training and Assessment 2005
- Certificate III Investigation Services 2010
- Certificate IV in Government Investigations (Regulatory Compliance) 2017

#### Certifications

- Registered Psychologist - Psychologists Board Australia
- Licensed Investigator / Inquiry Agent / Security Agent (No. 39685)
- Member Australian Association of Psychologists Inc (No.003392)
- Certified Professional Member Australian Human Resources Institute (No. 128841)
- Professional Member – Professional Speakers Australia
- Member - Crisis Intervention Management Australasia
- Accredited Facilitator Group Crisis Intervention (Crisis Intervention Management Australasia / International Crisis Intervention Stress Foundation)

#### Publications

- Fotev, C. (2022) ChemRad Mind Games. Resiliency enhancing strategies for brave cancer warriors going through chemotherapy, radiotherapy, and other cancer treatments or trials. Bayside Books, Perth,
- Tunnecliffe, M. & Fotev, C. (2010) Peer Supporters' Pocketbook, 5th Edition.
- Frayne, C., Leatham, J., & O'Keefe, V. (1999) 'Neuropsychological assessment of an 8-year-old child following excision of a right temporal lobe oligodendroglioma', Pediatric Rehabilitation, Volume 3, Number 2, April, pp.65 - 70.
- Frayne, C. (1999) 'Educational implications of Post Traumatic Stress Disorder: a literature review', School Psychology: Partners in Education, Conference Proceedings, Australian Guidance and Counselling Association, pp. 43 - 51.

#### Biography

Carla is passionate about building psychologically safe, resilient, and high-performing workplaces. With more than 30 years' experience, she is the Director of the Emergency Support Network (ESN), where she leads a multidisciplinary team partnering with organisations to strengthen employee wellbeing and manage complex people and psychosocial risks.

Carla's expertise spans stress resilience, psychosocial risk management, workplace investigations, conflict and grievance resolution, executive coaching and management support, interpersonal dynamics, organisational culture, peer support, and crisis response. She has delivered effective outcomes across a wide range of industries, including private enterprise, state government, and local government.

Widely respected for translating insight into practical, workable solutions, Carla has led numerous organisational development initiatives—ranging from leadership development and cultural reviews to grievance management frameworks and targeted team interventions. Under her leadership, ESN provides specialist consulting services in areas such as performance management, conduct and behavioural issues, employee fitness for work, psychosocial hazards, and other complex interpersonal workplace matters.

Since 2006, ESN has been a trusted panel member for WA Government HR, Investigation, and Training Services. A licensed and highly experienced investigator, Carla is regularly engaged by public and private sector organisations to conduct sensitive and high-stakes workplace investigations involving bullying, harassment, discrimination, misconduct, and psychosocial risk. Her investigations are known for their rigour, procedural fairness, and defensibility, and have withstood scrutiny in formal legal and regulatory proceedings. She is also frequently sought to review the quality, integrity, and robustness of internal and external investigations.

Carla's training programs are recognised for being practical, engaging, and results-driven, grounded in best-practice adult learning principles and informed by her background in neurolinguistic programming.

Beyond her consulting work, Carla has contributed her expertise in voluntary leadership roles, including Director and Deputy Chair of Stirling Skills Training Inc., and through committee roles with Crisis Intervention Management Australasia and Professional Speakers Australia.