



**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
- Schema Focused Therapy (2001)
- Intensive Applied Behavioural Analysis, LaVigna.G. (1998/1999)
- EMDR Therapy (1998)
- Solution Focused Therapy (1995)
- Brief Strategic Therapy (1993)

### Publications

- Fotev, C. (2026) ChemRad Mind Games, Austin Macauley Publishers Ltd, London. (Publication date 14 August 2026)
- Tunnecliffe, M. & Fotev, C. (2010) Peer Supporters' Pocketbook, 5th Edition, Bayside Books, Perth, Australia.
- Frayne, C., Harris, M., Koutsoukis, D., Curtis, A., Perera, G. (Ed.), (2009) Employee Engagement in Turbulent Times, E-Book.
- Frayne, C., Leathem, 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 Fotev is dedicated to creating psychologically safe, resilient, and high-performing workplaces. With more than 30 years' experience, she is the Director of the Emergency Support Network (ESN), leading a multidisciplinary team that partners with organisations to enhance employee wellbeing and manage complex people and psychological risks.

Carla's expertise spans psychological and HR consulting, stress resilience, psychosocial risk management, workplace investigations, conflict and grievance resolution, mediation, executive coaching, interpersonal dynamics, organisational culture, psychometric assessment, peer support, and crisis response. She has delivered effective, evidence-based outcomes across private enterprise, state government, and local government settings.

She brings extensive experience and strong cultural sensitivity in working with Indigenous peoples and other cultural groups across workplace and community environments. Her trauma-informed and culturally safe practices ensure services are delivered with the rigour, respect, and cultural awareness required for complex and sensitive matters.

Recognised for translating insight into practical, workable solutions, Carla has led numerous organisational development initiatives—from leadership capability programs and cultural reviews to grievance management frameworks and targeted team interventions. Under her leadership, ESN provides specialist consulting in performance management, conduct and behavioural matters, employee wellness, psychosocial hazards, and other complex interpersonal workplace issues.

A licensed and highly experienced investigator, Carla is regularly engaged to conduct sensitive and high-stakes investigations involving bullying, harassment, discrimination, misconduct, and psychosocial risk. Her investigations are known for their rigour, procedural fairness, and defensibility, consistently withstanding scrutiny in legal and regulatory proceedings. She is also sought to review the quality and integrity of internal and external investigations. ESN, under Carla's guidance, has been a trusted panel member for WA Government CUA investigation, training, and consulting services since 2006.

Carla's training programs are valued for being practical, engaging, and results-driven. Grounded in best-practice adult learning principles and informed by her background in neurolinguistic programming, her workshops equip leaders and teams with tools they can apply immediately.

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

### Additional Professional Development

Carla has completed extensive specialist training with Dr Michael Tunnecliffe, Michael Grinder, Dr Martin Seligman, Allan Parker OAM, Prof. Charles Figley, Dr John Durkin, Prof. Bob Montgomery, Lou Heckler, Rich Allen, Colin James, and numerous programs in workplace investigations, facilitation, conflict resolution, trauma management, behavioural and psychometric assessment, and organisational communication. Her professional development over more than three decades reflects her commitment to excellence, continuous learning, and evidence-based practice