



### Person Specification

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| <b>Post:</b> | <b>Senior Psychologist (Clinical / Educational)</b> | <b>Date Updated: May 2024</b> |
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|                                      | Essential Criteria  | Desirable Criteria  |
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| <b>Qualifications and Experience</b> | <p>Eligible applicants must:</p> <ul style="list-style-type: none"> <li>• Have a university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject</li> </ul> <p><b>And</b></p> <ul style="list-style-type: none"> <li>• Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology</li> </ul> <p><b>Or</b></p> <ul style="list-style-type: none"> <li>• An equivalent qualification from another jurisdiction validated by the Department of Health.</li> </ul> <p><b>And</b></p> <ul style="list-style-type: none"> <li>• Demonstrate competence in the Care Group/s applied for.</li> </ul> <p><b>And</b></p> <ul style="list-style-type: none"> <li>• Applicants must have at least five years satisfactory post-graduate experience in the area of professional psychology, no more than three years of which was spent in gaining the postgraduate professional qualification and no less than two years full-time spent in post qualification experience as a professional psychologist. Years in excess of the permitted three years for completion of the post-graduate training or time not worked will not be taken into consideration when assessing the five years' experience requirement.</li> </ul> <p><b>And</b></p> | <ul style="list-style-type: none"> <li>• Previous experience in a senior post</li> <li>• Experience of inter-disciplinary team working</li> <li>• Skills and competencies with assessment and intervention with mental health needs as they present in children / young people with disabilities</li> <li>• Experience of working with children aged from birth to 18 years, with a range of disabilities (including physical disability, autism, learning disability) and their families</li> <li>• Experience and qualification in completing diagnostic work-ups including ASD, Developmental Delay and Intellectual Disability</li> </ul> |

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|   | <ul style="list-style-type: none"> <li>• Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired in appropriate health settings, for the area / areas for which they wish to apply - Disability (Child and Adult), Child Psychology, Adult Psychology - either at least 60 days or equivalent supervised clinical placements as part of the professional qualification; or at least 60 days or equivalent post-qualification supervised work experience as a psychologist. <b>Note 2</b></li> </ul> <p><b>Or</b></p> <ul style="list-style-type: none"> <li>• Applicants with an educational psychology qualification must demonstrate that they have acquired in appropriate health settings for the area / areas for which they wish to apply - Child Disability, Child Psychology - either at least 60 days or equivalent supervised clinical placements as part of the professional qualification; or at least 60 days or equivalent post qualification supervised work experience as a psychologist. <b>Note 2</b></li> </ul> <p><b>Note 2:</b> Combinations of supervised clinical placement experience as part of the qualification supervised work experience within a single care group area to give a total of 60 days are not acceptable.</p> <ul style="list-style-type: none"> <li>• Must be a member of the Psychological Society of Ireland (PSI) or a member of the British Psychological Society (BPS)</li> <li>• Must be eligible to work in the state</li> <li>• Valid driving licence for within the state / jurisdiction with access to own transport in order to deliver services across a large geographical area</li> </ul> |  |
| <p><b>Organisational and Professional Knowledge</b></p> | <ul style="list-style-type: none"> <li>• Knowledge of Enable Ireland Services.</li> <li>• Broad knowledge of Psychological theory and practice.</li> </ul>  | <ul style="list-style-type: none"> <li>• Skills, competencies and / or knowledge in conducting risk assessments and best practice interventions to manage these needs</li> </ul> |

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|   | <ul style="list-style-type: none"> <li>• Knowledge of a range of test materials suitable to children with all disabilities</li> <li>• Excellent knowledge of the disability sector, including physical, sensory, intellectual and autism.</li> <li>• A clear understanding of the bio-psychosocial model of disability as adapted for Progressing Disability Services</li> <li>• Knowledge and experience of Assessment of Need process</li> </ul>   | <ul style="list-style-type: none"> <li>• Skills, competencies and / or knowledge in evidence based models for management of behaviour of concern</li> </ul> |
| <b>Organisation &amp; Management Skills</b> | <ul style="list-style-type: none"> <li>• Be responsible for the delivery of professional psychology services appropriate to the post in line with best practice</li> <li>• Manage and coordinate service delivery in their area of responsibility</li> <li>• Assign duties and responsibilities as appropriate to ensure effective service delivery</li> <li>• Manage a caseload including the ability to carry out/contribute to assessments, interventions and diagnosis to children 0 – 18 years with a range of disabilities/ developmental delay including physical, sensory, learning disabilities and autism.</li> <li>• Supervise staff and basic grade staff and students.</li> <li>• Demonstrates an understanding of resources management.</li> <li>• Ability to devise, implement and deliver training programmes.</li> <li>• Demonstrate ability to organise and prioritise own workload</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of performance management</li> </ul>  |
| <b>Integrity &amp; Decision Making</b>      | <ul style="list-style-type: none"> <li>• Make decisions in an ethical manner, consistent with PSI guidelines.</li> <li>• Maintains a high standard of professional behaviour.</li> <li>• Recognise when further intervention/ referral is required.</li> <li>• Demonstrates reflective practice techniques to inform and guide their practice.</li> <li>• Deals successfully with complaints and difficult situations as they arise</li> <li>• Experience in making decisions in consultation with interdisciplinary teams.</li> <li>• Experience in including families in decisions in a family centred approach</li> <li>• Be aware of and refer service users to other services as necessary</li> </ul>   | <ul style="list-style-type: none"> <li>• Be aware of emerging referral needs in the Children’s Disability Team</li> </ul>                                   |

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| <b>Professional Development &amp; Standards in Services</b> | <ul style="list-style-type: none"> <li>• Maintains a high standard of professional behaviour and is accountable for their practice.</li> <li>• Maintain accurate written and database records and reports in accordance with professional guidelines.</li> <li>• Contribute to the development and implementation of policy, audit systems, referral and care pathways</li> <li>• Meets PSI guidelines for CPD.</li> <li>• Deliver a quality evidence based service.</li> <li>• Use initiative in developing new ideas that add value to the organisation and service and an awareness of legislation related to working with children.</li> <li>• Awareness of the importance of policies, strategies and procedures within the organisation and nationally</li> <li>• Be informed of advances in professional knowledge and practice</li> </ul> |   |
| <b>Team Working</b>   | <ul style="list-style-type: none"> <li>• Ability to work within an inter-disciplinary team.</li> <li>• Ability to provide clinical supervision to basic grade staff or students to ensure the maintenance of clinical service standards and quality.</li> <li>• Ability to work collaboratively with others.</li> <li>• Understands complexity of team working.</li> </ul>  |   |
| <b>Building &amp; Maintaining Working Relationships</b>     | <ul style="list-style-type: none"> <li>• Develops and promotes good interpersonal relationships with service users and their family.</li> <li>• Develops and maintains communication links with other staff/agencies as appropriate</li> <li>• Excellent interpersonal and written communication skills.</li> <li>• Listens to and respects conflicting points of view and works towards win-win solutions</li> </ul>   |   |
| <b>Leadership</b>   | <ul style="list-style-type: none"> <li>• Build credibility and portrays the profession in a positive light by being professional and well informed by demonstrating determination and initiative to achieve results and improve the service.</li> </ul>   | <ul style="list-style-type: none"> <li>• Shows evidence of managing change successfully.</li> </ul> |

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|                          | <ul style="list-style-type: none"> <li>• Take lead roles within the team or service as required.</li> </ul>  |  |
| <b>Special Aptitudes</b> | <ul style="list-style-type: none"> <li>• Is flexible, adaptable and open to change.</li> <li>• Demonstrates a pro-active approach to overall performance.</li> <li>• Innovative and creative.</li> <li>• Willingness to embrace service development and change</li> <li>• Ability to deliver services across a wide geographical area.</li> <li>• Full Drivers Licence with access to own transport</li> </ul> |  |