



Person Specification

Post:	Senior Psychologist (Clinical / Educational)	Date Updated: May 2024
	Essential Criteria	Desirable Criteria
Qualifications and Experience	<p>Eligible applicants must:</p> <ul style="list-style-type: none"> • 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 <p>And</p> <ul style="list-style-type: none"> • Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology <p>Or</p> <ul style="list-style-type: none"> • An equivalent qualification from another jurisdiction validated by the Department of Health. <p>And</p> <ul style="list-style-type: none"> • Demonstrate competence in the Care Group/s applied for. <p>And</p> <ul style="list-style-type: none"> • 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. <p>And</p>	<ul style="list-style-type: none"> • Previous experience in a senior post • Experience of inter disciplinary team working • Skills and competencies with assessment and intervention with mental health needs as they present in children / young people with disabilities • 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 • Experience and qualification in completing diagnostic work-ups including ASD, Developmental Delay and Intellectual Disability

	<ul style="list-style-type: none"> • 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. Note 2 <p>Or</p> <ul style="list-style-type: none"> • 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. Note 2 <p>Note 2: 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"> • Must be a member of the Psychological Society of Ireland (PSI) or a member of the British Psychological Society (BPS) • Eligible to work in the state • Valid driving licence for within the state / jurisdiction with access to own transport in order to deliver services across a large geographical area 	
<p>Organisational and Professional Knowledge</p>	<ul style="list-style-type: none"> • Knowledge of Enable Ireland Services. • Broad knowledge of Psychological theory and practice. 	<ul style="list-style-type: none"> • Skills, competencies and / or knowledge in conducting risk assessments and best practice interventions to manage these needs

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

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

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