



PERSON SPECIFICATION

Post: BG Psychologist (Clinical / Educational)		Date Updated: September 2023
	Essential Criteria	Desirable Criteria
Qualifications and Experience	<p>Eligible applicants must:</p> <p>i. 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> <p>And</p> <p>ii. Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology</p> <p>Or</p> <p>An equivalent qualification from another jurisdiction validated by the Department of Health.</p> <p>And</p> <p>iii. Demonstrate competence in the Care Group/s applied for.</p> <p>And</p> <p>iv. 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> <p>Or</p> <p>Applicants with an educational psychology qualification must</p>	<ul style="list-style-type: none"> • Experience of working with children and/or adolescents and their families with one or more of a range of disabilities • Knowledge and skills in the management of behaviours of concern. • Knowledge and skills in conducting diagnostic assessments in children and young people including Autistic Spectrum Disorder and Intellectual Disabilities. • Knowledge of HSE Progressing Disability Services Programme. • Broad knowledge of Enable Ireland Services. • Experience of working in a disability service. • Experience of interdisciplinary team working.

	<p>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> <p>Note 2: Combinations of supervised clinical placement experience as part of the qualification and post 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) 	
Organisational and Professional Knowledge	<ul style="list-style-type: none"> • Broad knowledge of Psychological theory and practice. • Knowledge of current approaches to children (0 – 18 yrs) with disabilities, in particular intellectual disability, autism and physical and sensory disabilities. • Demonstrate the skills and ability to utilise psychological theory and practice with this population. • Knowledge of multi-element positive behaviour management. Knowledge of a range of test materials suitable to children with disabilities of all ages. • Demonstrates a person centred approach in the delivery of services. • Understanding of the social model of disability. • Provides evidence of commitment to continuous professional development. 	<ul style="list-style-type: none"> • Knowledge of Assessment of Need process. • Demonstrate a clear understanding of the Bio Psycho Social Models of Disability as adopted by Progressing Disability Services.
Core Competencies	<p>The post holder will demonstrate an ability to:</p> <ul style="list-style-type: none"> • Conduct assessments for children and adolescents using a range of test materials. • Conduct screening questionnaires for referrals to CAMHS services. • Demonstrate the ability to provide advice and support to parents and colleagues in line with scope of practice for psychologists in relation to children with disabilities. 	<ul style="list-style-type: none"> • Be competent in observational techniques of children / young people in a variety of settings and an understanding of the applicability and use of these assessments when used with children with disabilities.
Planning & organising of activities & resources	<ul style="list-style-type: none"> • Manage a caseload under supervision 	<ul style="list-style-type: none"> • Presentation skills to teachers and parents

Integrity & Decision Making	<ul style="list-style-type: none"> • Make decisions in an ethical manner, consistent with P.S.I. guidelines. • Maintain a high standard of professional behaviour. • Recognise when risk assessment is required and understand how to conduct risk assessments under supervision. • Recognise when further intervention/referral is required. • Experience in including families in decisions, in a Family Centred Service approach • Demonstrates reflective practice techniques to inform clinical practice 	<ul style="list-style-type: none"> • Experience in making decisions in consultation with interdisciplinary teams
Professional development & standards in services	<ul style="list-style-type: none"> • Maintains a high standard of professional behaviour and is accountable for their practice under supervision. • Demonstrates skills in planning interventions for and children and their families. • Maintains accurate written and database records and reports in accordance with Enable Ireland & professional guidelines. • Engage in and utilise clinical supervision effectively. • Meets PSI guidelines for CPD. • Deliver a quality evidence based service. • Awareness of the importance of policies and procedures within the organisation. • Ability to maintain a high level of confidentiality 	<ul style="list-style-type: none"> • Good awareness of policy and legislation related to working with children.
Team Working	<ul style="list-style-type: none"> • Ability to work collaboratively with others • Understands complexity of team working 	
Building and Maintaining Working Relationships	<ul style="list-style-type: none"> • Develops good interpersonal relationships with service users and their family. • Develops and maintain communication links with other staff/agencies as appropriate 	
Proactive approach, adaptability/ flexibility	<ul style="list-style-type: none"> • Is flexible, adaptable and open to change, under supervision. • Demonstrates a pro-active approach to overall performance. 	

Special Aptitudes	<ul style="list-style-type: none">• Flexibility.• Proactive approach to overall performance.• Willingness to embrace service development and change.• Shown initiative and determination.• Full drivers licence with access to own transport.	
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