



PERSON SPECIFICATION

Job Title: Senior Clinical Psychologist

Updated: Sept 2018

FACTORS	ESSENTIAL	DESIRABLE
QUALIFICATIONS AND EXPERIENCE	<ul style="list-style-type: none"> Applicants must have a recognised 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, and which Meets the requirements of the Psychological Society of Ireland to work as a Clinical Psychologist. <p>AND</p> <ul style="list-style-type: none"> A recognised post-graduate professional qualification in clinical, counselling or educational psychology or an equivalent qualification validated by the Department of Health. <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 post-graduate 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"> Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired in appropriate health settings, for the 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. 	<ul style="list-style-type: none"> Previous experience in a senior post. Experience of facilitating parent groups. Experience of inter and trans-disciplinary team working.

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	<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 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. <p>The above eligibility criteria apply without prejudice to applicants employed in a post of Psychologist or above in the Irish public health service at October 2002.</p> <p>Note: 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"> · 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. · Qualification and experience of assessing children for autism diagnosis (ADOS). 	
<p>PROFESSIONAL & ORGANISATIONAL KNOWLEDGE</p>	<ul style="list-style-type: none"> · Broad knowledge of Enable Ireland Services. · Broad knowledge of Clinical Psychology theory and practice. · Knowledge of a range of test materials suitable to children with disabilities of all ages. · Excellent knowledge of the disability sector, including physical, sensory, intellectual and autism. · Good understanding of the social model of disability. 	<ul style="list-style-type: none"> · Knowledge and experience of Assessment of Need process.

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Organisational & Management Skills	<ul style="list-style-type: none"> · 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"> · Presentation skills · 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. <p>Demonstrates reflective practice techniques to inform and guide their practice.</p> <p>Deals successfully with complaints and difficult situations as they arise.</p>	<ul style="list-style-type: none"> · Experience in making decisions in consultation with interdisciplinary teams <p>Experience in including families in decisions in a family centred approach</p>
Professional development and 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. · 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. <p>Awareness of the importance of policies and procedures within the organisation.</p> <p>Demonstrates clinical skills in assessment, intervention and diagnostics in relation to people with disability.</p>	<ul style="list-style-type: none"> ·
Team Working & Leadership	<ul style="list-style-type: none"> · Ability to work within a multidisciplinary team. · Ability to provide clinical supervision to basic grade staff or students to ensure the maintenance of clinical service standards and quality. · Take lead roles within the team or 	<ul style="list-style-type: none"> ·

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	<p>service as required.</p> <ul style="list-style-type: none"> · Ability to work collaboratively with others. · Understands complexity of team working. · 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. 	
Building and 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 	<ul style="list-style-type: none"> ·
Proactive approach adaptability/ flexibility	<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 	