



Job Description

- Job Title:** Basic Grade Behaviour Specialist
- Location:** Kerry Intervention & Disability Services Tralee
- Reporting to:** Children's Disability Network Manager.
- Accountable to:** Director of Services Cork & Kerry.

Overall Purpose of the Post:

To provide positive behaviour support services to children and young people and their families. To work under the supervision of Senior Psychologists to provide psychological support, including therapeutic support and formal psychometric assessments, to children and young people (aged 0 - 18 years) attending the service.

Key Working Relationships

Enable Ireland delivers services using the Social Model of Disabilities. Enable Ireland has a wide range of stakeholders with whom strong professional relationships need to be forged and fostered on an ongoing basis. These stakeholders are identified as:

- Children & young people
- Parents/ Carers / Advocates
- Director of Services
- Network Manager
- Kerry Intervention & Disability Services Teams
- Adult Services Manager
- Adult Services Team
- Consultant Paediatrician
- Statutory and Community Partners including the H.S.E, Schools and Other Service Providers

Duties/Responsibilities

Under and the direction of the Children's Disability Network Manager and guidance and supervision of Senior Psychologists, the Behaviour Specialist will:

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- Work as a member of the interdisciplinary team to provide an integrated and co-ordinated service to children, young people and their families.
- Provide assessments relating to the adaptive functioning, intellectual functioning and emotional wellbeing of the children and young people attending the service.
- Develop therapeutic interventions drawing upon concepts and techniques within various therapeutic frameworks in collaboration with the psychologists.
- Engaging in functional assessments of behaviour and collaborate in the development of behaviour management plans.
- Co-facilitate strengths-based skills groups aimed at enhancing resiliency skills and adaptive behaviours.
- Work with children, young people and their families to implement the therapeutic interventions designed in collaboration with the psychologists.
- Engage in psycho educational group interventions for parents of children with complex needs.
- Maintain concise and timely clinical notes, progress reports and assessment reports.
- Manage confidential data and client information.
- Attend and participate in regular team and other meetings, both internal and external.
- Engage effectively with outside agencies and advocate for the children and young people attending the service.
- Undertake any other duties that may arise, from time to time, that are within the level and responsibility appropriate to the Behaviour Specialist competency and training.
- Undertake any reasonable travelling requirements, in order to fulfill the tasks and responsibilities of the role.
- Participating in regular support and supervision.
- Participate in the continuous development of professional knowledge and expertise by attending and participating in learning and development events, meetings and conferences (as requested/approved by supervisor/line manager) to ensure up to date knowledge relevant to the role.
- Develop competencies working within a scientist-practitioner model of clinical practice.
- Ensure that Health & Safety policy and procedures are adhered to at all times.
- Take personal responsibility for own health and safety and report incidents and potential hazards as necessary.
- Respect the confidentiality of all matters learned in relation to the post, service users, other members of staff and the general public.
- Timely updating of statistical records, including the use of Goldmine software.

Quality Assurance:

- Contribute to the ongoing development and implementation of relevant quality assurance initiatives.

- The post holder will be expected at all times to be familiar and comply with the written policies, procedures and guidelines for good practice issued by Enable Ireland, the HSE and the Psychological Society of Ireland.
- Ensure that professional practice is in line with Enable Ireland's Duty of Care.
- Ensure timely and accurate record keeping in line with the requirements of Enable Ireland, The Freedom of Information Act (1997 and 2003) and The Data Protection Act (1988, 2003, and 2018).

This is not intended to be an exhaustive list of duties and responsibilities and may be reviewed from time to time to reflect the needs of the Service.

Terms & Conditions:

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| Job Title: | Basic Grade Behaviour Specialist |
| Location: | Kerry – Kerry Intervention & Disability Services |
| Accountable to: | Director of Services Cork & Kerry. |
| Contract: | Permanent Part Time. |
| Probation: | A probationary period of six months applies to this post. |
| Salary: | The current salary for this post is €48,585 – €79,458 pro rata per annum. |
| Annual leave: | Annual leave entitlement is 34 days pro rata per annum and proportionately less for less than 12 months service. |
| Pension Scheme: | Enable Ireland operates a contributory pension scheme - which all employees may join on 1st July or 1st January following start date. |
| VHI: | Enable Ireland operates a group VHI Scheme which you may join |
| Medical: | The successful candidate will be required to undergo a medical assessment. |
| Garda Clearance/ Police Clearance: | These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons. |

Sick Pay:

All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 9 months continuous service with the Company sick pay will be as follows:

Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period.