

Person Specification

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| Post: Behaviour Specialist | | Last updated: May 2019 |
| | Essential | Desirable |
| Qualification and Experience | <p>Eligible applicants will be those who on the closing date for the competition:</p> <p>1. 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 a recognised professional post-graduate qualification in clinical, counselling or educational psychology or an equivalent qualification validated by the Department of Health.</p> <p>And</p> <p>2. 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</p> | <p>Experience of inter and trans disciplinary team working.</p> <p>Experience of working in a disability service.</p> <p>Experience of working with children with a range of disabilities.</p> <p>A post-graduate qualification in applied Behaviour Analysis.</p> |

qualification supervised work experience as a psychologist.

Or

3. 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.

And

Candidates must possess the requisite knowledge and ability, including a high standard of suitability and ability), for the proper discharge of the duties of the office.

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.

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

These eligibility criteria will remain in effect until 30th September 2019.

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| | <p>Be a Registered Member of the Psychological Society of Ireland, P.S.I.</p> <p>Experience of working with children and young people from 0 - 18 years with complex needs (physical disability, autism, learning disability etc) and their families.</p> <p>Experience of management of challenging behaviours.</p> <p>Candidates must possess the requisite knowledge and ability, including a high standard of suitability for the discharge of the duties of the post.</p> | |
| <p>Professional and Organisational Knowledge</p> | <p>Broad knowledge of Behaviour Management theory, assessment and intervention.</p> <p>Knowledge of the Progressing Disabilities Model of Service.</p> <p>Skills and ability to utilise psychological theory and practice with children and young people with complex needs.</p> <p>Demonstrate a family centred approach in the delivery of services.</p> <p>Understanding of the social model of disability</p> <p>Evidence of commitment to continuous professional development</p> | <p>Knowledge of the Assessment of Need process.</p> |
| <p>Core Competencies</p> <p>Planning & organising of activities and resources:</p> | <p><i>The candidate will demonstrate an ability to:</i></p> <p>Conduct assessments for children and young people using a range of test materials.</p> | <p>Assess children & young people using a range of test materials suitable to children with disabilities.</p> |

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| <p>Integrity & Decision Making</p> | <p>Conduct screening questionnaires for referrals to other services.</p> <p>Manage a caseload under supervision.</p> <p>Make decisions in an ethical manner consistent with P.S.I. guidelines.</p> <p>Recognise when further intervention or referral is required.</p> <p>Experience of including families in decisions in a family centred service approach.</p> | <p>Be competent in observational techniques of children & young people in a variety of settings.</p> <p>Presentation skills for training of parents, carers, teachers, etc.</p> |
| <p>Professional development and standards in services</p> | <p>Maintain a high standard of professional behaviour and be accountable for their practice.</p> <p>Demonstrate skills in planning interventions for children, young people and their families.</p> <p>Maintain accurate written and database records and reports in accordance with Enable Ireland policies and professional guidelines.</p> | |
| <p>Team working</p> | <p>Meet P.S.I. professional guidelines for Continuous Professional Development.</p> <p>Deliver a quality evidence based service.</p> | <p>Experience of inter and trans disciplinary team working.</p> |
| <p>Building & Maintaining Working Relationships</p> | <p>Ability to work collaboratively with others.</p> <p>Understanding of the complexity of team working</p> | |
| <p>Proactive approach, adaptability/flexibility</p> | <p>Develop good interpersonal relationships with service users and their families.</p> <p>To use a proactive approach to overall performance.</p> | <p>Willingness to embrace service development and change.</p> |