

## PERSON SPECIFICATION

Post: Staff Grade Clinical/Educational Psychologist		Updated: October 2019
	Essential Criteria	Desirable Criteria
<b>Qualifications and Experience</b>	<p>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><b>AND</b></p> <p>Clinical or Counselling Psychology Qualifications awarded on or before 30.09.2018: Applicants must demonstrate that they have acquired in appropriate health settings in each of the areas of Disability (Child and Adult), Child Psychology, Adult Psychology, 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 or a combination of both.</p> <p><b>OR</b></p> <p>Educational Psychology Qualifications awarded on or before 30.09.2018: Applicants must demonstrate that they have acquired in appropriate health settings in each of the areas of Child Disability and Child Psychology, at least 60 days or equivalent in supervised clinical placements as part of the professional qualification or at least 60 days or equivalent post qualification supervised work experience as a psychologist or a combination of both.</p> <p><b>OR</b></p> <p>Clinical or Counselling Psychology Qualifications awarded on or after 01.10.2018: Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired at least 60 days or equivalent supervised</p>	<ul style="list-style-type: none"> <li>• Experience of working with children with disabilities.</li> <li>• Post qualification experience working as a staff grade psychologist with children/young people with a range of disabilities including physical, sensory, intellectual and autism spectrum disorder, in a community setting.</li> </ul>

	<p>clinical placements in appropriate health settings in each of the three areas of Disability (Child and Adult), Child Psychology and Adult Psychology as part of the postgraduate professional qualification.</p> <p><b>OR</b></p> <p>Educational Psychology Qualifications awarded on or after 01.10.2018: Applicants must demonstrate that they have acquired at least 60 days or equivalent supervised clinical placements in appropriate health settings in both areas of Child Disability and Child Psychology as part of the post-graduate professional qualification.</p> <p>The above eligibility criteria apply without prejudice to applicants employed in a post of Basic Grade Psychologist or above in the Irish public health service at October 2002.</p> <ul style="list-style-type: none"> <li>• Be validated by the Department of Health and Children to work in the state.</li> </ul>	
<b>Organisational and Professional Knowledge</b>	<ul style="list-style-type: none"> <li>• Demonstrate professional reasoning and behaviour with an understanding of the role of the Clinical/Educational Psychologist.</li> <li>• Demonstrates a knowledge of evidence-based practice and theory relevant to working with children with disabilities.</li> <li>• Demonstrate an ability to work as part of an inter and transdisciplinary team.</li> <li>• Demonstrate a clear understanding of the social model of disability and a Person Centred approach in the delivery of services to people with disabilities.</li> <li>• Broad knowledge of Enable Ireland services.</li> <li>• Knowledge of Child Protection policies and procedures.</li> <li>• Evidence of commitment to Continuous Professional Development.</li> </ul>	<p>Knowledge of and experience in completing Assessment of Needs.</p> <p>Knowledge of programme for reconfiguration of Children's Disability Services ie PDS.</p>

<p><b>Core Competencies</b></p> <p><b>Planning &amp; organising of activities and resources</b></p> <p><b>Professional development &amp; standards in the service</b></p> <p><b>Integrity &amp; decision making</b></p>	<p>The post holder will demonstrate an ability to;</p> <ul style="list-style-type: none"> <li>• Organise their workload in a team environment to include the scheduling and carrying out of assessments, interventions, diagnosis and administration as part of a caseload management process.</li> <li>• Skilled in the administration, interpretation and reporting on the results of a range of relevant psychometric assessment instruments (cognitive, behavioural, autism spectrum disorder) under supervision.</li> <li>• An ability to carry out individual and group based intervention with children and their parents.</li> <li>• A capacity to work with other team members in the delivery of intervention.</li> <li>• Ensure an acceptable overall level of performance as a staff grade clinical/educational psychologist.</li> <li>• Deliver a quality evidence based service, and report on same as necessary. (EFQM model preferable)</li> <li>• Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service</li> <li>• Demonstrates sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of the relevant caseload.</li> <li>• Have an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice.</li> <li>• Knowledge of Psychological Society of Ireland code of ethics and an ability to reflect on these regularly in your work.</li> <li>• Make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made. Capacity to utilize the</li> </ul>	<p>Specific experience in assessment and intervention with children with physical disabilities and/or specific learning difficulties and /or ASD.</p> <p>Previous experience of management ethical issues/dilemmas.</p>
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