



PERSON SPECIFICATION

Job Title/Grade Basic Grade Clinical/Educational Psychologist
Department North Tipperary Children’s Services
Location Enable Ireland, Nenagh Co Tipperary
Date October 2021

	Essential Criteria	Desirable Criteria
Qualifications and Experience	<ul style="list-style-type: none"> • Must have a recognised university degree or diploma (QQ1 level 8 equivalent) obtained with a 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject And • Have an Irish post graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology Or • An equivalent qualification from another jurisdiction validated by the Department of Health And • Demonstrate competence in the Care Group/s applied for And • Applicants with an educational 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 Note 2. 	<ul style="list-style-type: none"> • Experience of inter and trans-disciplinary team working. • Experience of working in a disability service. • Experience of working with children and adolescents with a range of disabilities post qualification • 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

	<p style="text-align: center;">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 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: 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. • Must be a member of the Psychological Society of Ireland (PSI) • Applicants who qualified outside the Republic of Ireland must already have their qualifications validated by the Department of Health and Children and the Psychological Society of Ireland. • Meets the requirements of the Psychological Society of Ireland (PSI) to work as an Educational Psychologist • Experience of working with children of 0 - 18 yrs with at least one of the following disabilities physical disability, autism, learning disability etc) and their families. • Full drivers licence with access to own transport 	
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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 behavior 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. • Experience in the disability sector • Demonstrate a clear understanding of the Bio Psycho Social Models of Disability as adopted by Progressing Disability Services
Core Competencies: Planning & organising of activities and resources Integrity & Decision Making	<p><i>The post holder will demonstrate an ability to:</i></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. <ul style="list-style-type: none"> • Manage a caseload under supervision <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 	<ul style="list-style-type: none"> • Assess children using a range of test materials suitable to children with disabilities. • Be competent in observational techniques of children / young people in a variety of settings <ul style="list-style-type: none"> • Presentation skills to teachers and parents <ul style="list-style-type: none"> • Experience in making decisions in consultation with interdisciplinary teams

	<p>risk assessments under supervision</p> <ul style="list-style-type: none"> • 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 	
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 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 	<ul style="list-style-type: none"> • Experience of working within an inter-disciplinary team
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. 	<ul style="list-style-type: none"> • Willingness to embrace service development and change.
Special Aptitudes	<ul style="list-style-type: none"> • Flexibility • Proactive approach to overall performance • Willingness to embrace service development and change • Shows initiative and determination • Full Drivers Licence with access to own transport 	