



PERSON SPECIFICATION

Post: BG Psychologist (Clinical / Educational)		Date Updated: June 2025
	Essential Criteria	Desirable Criteria
Qualifications and Experience	Eligible applicants must: i. Have a university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honors in which Psychology was taken as a major subject and honors obtained in that subject And ii. 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 iii. Demonstrate competence in the Care Group/s applied for. And iv. Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired in appropriate health settings, for the area / 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. Or Applicants with an educational psychology qualification must	• Experience of working with children and/or adolescents and their families with complex needs • Knowledge and skills in conducting diagnostic assessments in children and young people including Autism and ID • Knowledge of HSE Progressing Disability Services Programme. • Broad knowledge of Enable Ireland Services. • Experience of working within a complex disability team • Experience of interdisciplinary team working.

	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. 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) or a member of the British Psychological Society (BPS).	
Organizational and Professional Knowledge	- 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 utilize 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 centered approach in the delivery of services. - Understanding of the social model of disability. - Provides evidence of commitment to continuous professional development.	- Knowledge of Assessment of Need process. - Demonstrate a clear understanding of the Bio Psycho Social Models of Disability as adopted by Progressing Disability Services.
Core Competencies	The post holder will demonstrate an ability to: - Conduct assessments for children and adolescents using a range of Psycho metric assessments and tools - Conduct screening questionnaires for referrals to CAMHS services. - Demonstrate the ability to provide advice and support to parents and colleagues in line with scope of practice for psychologists in relation to children with disabilities.	Be competent in observational techniques of children / young people in a variety of settings and an understanding of the applicability and use of these assessments when used with children with disabilities.
Planning & organizing of activities & resources	Manage a caseload under supervision	Presentation skills to teachers and parents

Integrity & Decision Making	• Make decisions in an ethical manner, consistent with P.S.I. guidelines. • Maintain a high standard of professional behavior. • Recognize when risk assessment is required and understand how to conduct risk assessments under supervision and with support as required • Recognize when further intervention/referral is required. • Experience in including families in decisions, in a Family Centered Service approach • Demonstrates reflective practice techniques to inform clinical practice	• Experience in making decisions in consultation with interdisciplinary teams
Professional development & standards in services	• Maintains a high standard of professional behavior and is accountable for their practice under supervision. • Demonstrates skills in planning interventions for children and their families with complex needs • Maintains accurate written and database records and reports in accordance with Enable Ireland & professional guidelines. • Engage in and utilize clinical supervision effectively. • Meets PSI guidelines for CPD. • Deliver a quality evidence based service. • Awareness of the importance of policies and procedures within the organization. • Ability to maintain a high level of confidentiality	• Good awareness of policy and legislation related to working with children.
Team Working	• Ability to work collaboratively with others • Understands complexity of team working	
Building and Maintaining Working Relationships	• 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	• Is flexible, adaptable and open to change, under supervision. • Demonstrates a pro-active approach to overall performance.	

Special Aptitudes	• Flexibility. • Proactive approach to overall performance. • Willingness to embrace service development and change. • Shown initiative and determination. • Full drivers license with access to own transport.	
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