



JOB DESCRIPTION

Job:	Senior Clinical Psychologist
Location:	Galway Children's Services CDNT Network 5 West Galway City
Contract Hours:	Full Time 35 Hours Per Week
Contract Type:	Permanent Contract
Reporting to:	Children's Disability Network Manager

Overall Purpose of the Post:

To work as a senior member of the interdisciplinary team providing psychology services to children and families referred Network 5, Galway City West Children's Disability Network Teams to include assessment and intervention, clinical and performance supervision and ongoing service delivery.

Key Working Relationships:

Clinical supports will be delivered within the biopsychosocial model and the principles underpinning the programme for reconfiguration of children's disability services (PDS). 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 include children and their families, colleagues within the team and those in the HSE and other agencies.

Overview of Areas of Responsibility:

Planning & Managing

- Plans and organises individual and group caseloads, to include assessments, interventions and diagnosis.
- Foresees potential problems or competing priorities and takes appropriate action to ensure service standards don't suffer.
- Fosters an awareness of the need for value for money and a sense of accountability for budgets within the team/service.
- Takes responsibility for the achievement of service delivery targets by regularly monitoring, recording and reporting performance outcomes and statistics.
- Demonstrates innovation in aiming to work within resource limitations to sustain and enhance the service.

- Takes responsibility for the line management and clinical supervision of staff grade psychologists and trainee psychologists within the team/service as required.
- Manage the overall caseload of the psychology team and prioritise in line with service needs.

Judgement & Evaluation

- Demonstrates a sound understanding of administrative practice and protocol in decisions.
- Thinks ahead to the consequences of decisions, and considers precedence to ensure consistency.
- Establishes integrity by ensuring that the professional, ethical and safety factors are fully considered in decisions into which they have an input.
- Makes decisions in a transparent manner by involving and empowering others where appropriate and will explain the rationale behind decisions.
- Recognises when it is appropriate to refer decisions to a higher level of authority or to include other colleagues in the decision.

Professional Development and Standards in the Service:

- Demonstrates sufficient clinical skills in assessment, intervention and diagnostics as appropriate to meet the specific needs of the relevant caseload.
- Provide advice/support programmes for parents and families.
- Keep the Services Manager informed of new and emerging needs of service users.
- Maintain statistical records and provide information for service planning to management as required.
- Contribute to the ongoing development and implementation of Enable Ireland quality assurance initiatives in line with the European Foundation for Quality Management (EFQM) as adopted by Enable Ireland.
- Collaborates skilfully with the service user and other team members while working in partnership with the service user's parent/family/carer to identify goals, including complex situations, within the Individualised Family Service Plan (IFSP) model.
- Is adequately aware of policy, legislative and professional requirements to ensure appropriate standards in their area of responsibility.
- Ensures that all records and technical data are up to date in line with GDPR and available if required.
- To provide supervision to staff grade staff and supervise trainees as required.
- To attend mandatory training and to comply with policies and procedures of the service.
- Takes initiatives to move the service forward and shows willingness to try out new ideas that add service delivery value.
- Ensures strict compliance with health and safety standards and adheres to operational guidelines ensuring equipment is checked and working correctly in accordance with safety standards.
- Ensures that professional standards are adhered to for the relevant discipline.
- Ensures continuing professional development in line with requirements of the Psychological Society of Ireland.

Team Working

- Attends and actively contributes to relevant clinical, professional and service meetings.
- Participates as a full member of the service team.
- Involves the team in the running of the service and in decisions.
- Facilitates staff development by providing support such as clinical supervision, mentoring, coaching and formal development planning.
- Understands the complexity of working in a team and team dynamics.
- Understands and facilitates interdisciplinary team working.
- Strives to ensure that all staff under their responsibility are adequately trained in line with legal and professional standards.
- Participates in training and developmental opportunities as identified and agreed.
- Supports and contributes to research initiatives as required.
- Collaborates with Positive Behaviour Specialist colleagues in supporting children with complex behaviours

Leadership

- Builds credibility and portrays the profession/service in a positive light by being professional and well informed.
- Demonstrates determination and initiative to achieve results and improve the service.
- Clearly accepts accountability for standards of performance in relevant area of responsibility.
- Inspires others to work to high standards by being enthusiastic about the profession and the service.
- Maintains ethical and personal standards at all times.
- Facilitates individual and group interventions in a skilled manner
- Leads and supports on specific team service development projects.

Communication

- Gets a message across fluently and persuasively in a variety of different media (oral, written and electronic).
- Demonstrates strong listening and sensing skills.
- Works in partnership with a range of relevant stakeholders.

GDPR compliance: In the course of carrying out the duties of this job and working with others will include but is not limited to compliance with all Enable Ireland GDPR policies and procedures, attending all GDPR training sessions, ensuring personal responsibility for implementing safeguards and measures as directed, to minimise exposure to breach of GDPR.

Terms & Conditions:

Responsible to:	Children's Disability Network Manager.
Probation:	A probationary period of six months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion.
Salary:	The current salary for this post is: €97,978 – €115,166 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. This pay scale is subject to increases in 2026 in accordance with the recent WRC agreement towards enhanced pay adjustments in Section 39 organisations.
Pension Scheme:	Enable Ireland operates a contributory pension scheme which all employees may join following their start date.
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: (If applicable)	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 6 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. Previous service tenure on a CDNT, which was managed by Enable Ireland as Lead Agency, and/or inwards secondment to Enable Ireland, qualifies for eligibility of Enable Ireland's sick pay benefits as outlined in the Enable Ireland Sick Leave Policy.
Redeployment:	In exceptional circumstances, the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.

