

PERSON SPECIFICATION

Post: Senior Clinical Psychologist		Date Updated: July 2026
	Essential Criteria	Desirable Criteria
Qualifications and Experience	· Have a university degree or diploma (QQI 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 · Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical 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 must have at least five years satisfactory post-graduate experience in the area of professional psychology, no more than three years of which was spent in gaining the postgraduate professional qualification and no less than two years full-time spent in post qualification experience as a professional psychologist. Years in excess of the permitted three years for completion of the post-graduate training or time not worked will not be taken into consideration when	• Specific training and experience in assessment of Autistic Spectrum Disorder. • Experience in assessment of children who have a physical and/or sensory disability and/or intellectual disability. • Experience of supporting children/young persons with life limiting conditions. • Experience of working with children/young people, and carers in the management of behaviours that challenge. • Previous experience in a senior post. • Experience of completing assessments under the AON process.

	assessing the five years' experience requirement. And · Applicants with a clinical 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 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 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).	
Organisational and Professional Knowledge	• Understanding of Disabilities Act and AON. • Knowledge of theory and frameworks of psychological assessments procedures and intervention methods. • Demonstrate developed professional reasoning and behaviour with a clear understanding of the role of the senior clinical/educational psychologist working within the disability sector.	• Experience and/or training in clinical supervision.

	• Demonstrate a clear understanding of the social model of disability and a Person Centred approach in the delivery of services to people with disabilities. • Understanding and knowledge of Enable Ireland services. • Understanding and knowledge of clinical support and supervision. • Evidence and commitment to continuous professional development.	
Core Competencies Planning & Managing	The post holder will demonstrate an ability to: • Manage a caseload including the ability to carry out assessments, interventions and diagnosis to the relevant user group. • Experience of waitlist management, prioritization and discharge procedures. • Provide clinical supervision to ensure the maintenance of clinical service standards and assuring quality. • Take responsibility for the achievement of service delivery targets.	
Judgement & Evaluation	• Ability to understand the practices and protocol in decision making. • Ensure decisions made are professional and ethical. • To demonstrate well developed decision making skills.	
Professional Development & Standards in Services	• Deliver a quality evidence based service, and report on same as necessary (EFQM model preferable). • Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service. • Demonstrate sufficient clinical skills in assessment, intervention and diagnostics to meet the specific needs of the relevant caseload. • Specific experience in assessment and intervention with children with physical disabilities and/or specific learning difficulties. • Have an awareness and understanding of the legislation and professional requirements in order	• Experience of inter/trans disciplinary team work.

	to carry out their duties in a compliant manner that meets best practice guidelines.	
Teamworking	• Realize the importance of teamwork and how as a team member their contribution is effective. • Understands interdisciplinary working. • Ability to co-ordinate work with other team members. • Understands complexity of team working. • Mentor and act as a role model for staff grade psychologists and trainee psychologists. • Participate in training and ensure all staff in the team are trained adequately in line with legal and professional standards.	
Leadership	• Build credibility and portray the profession in a positive light by being professional and well informed. Demonstrating determination and initiative to achieve results and improve the service. • Take lead roles within the team or service as required. • Make informed decisions based on best available information while taking into account the context and situation within which the decision is being made. • Demonstrates evidence of managing change successfully.	
Building and Maintaining Working Relationships	• Communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood.	
Special Aptitudes	• Be flexible in service delivery. • Have a proactive approach to overall performance. • Have a willingness to embrace organisational development and change. • Have a working knowledge of Microsoft Office packages and service related database systems.	
Other	• Full clean driving license and access to own car transport.	

