



Job Description and Person Specification

Job Title:	Senior Clinical Psychologist	Reporting To (Name):	National Service Manager
Date:	July 2026	Location:	Nation wide

Summary

Acquired Brain Injury Ireland (ABI Ireland) is the country's leading provider of community-based neuro-rehabilitation services for people living with an acquired brain injury. Each year we support hundreds of individuals and families, working across Ireland to deliver specialist rehabilitation, influence policy, and raise awareness of brain health. Our mission is to passionately serve and empower people impacted by brain injury through personalised rehabilitation and relentless advocacy. Every day we work with survivors of brain injury in their homes and communities, in our Clubhouses and residencies, helping them to work towards achieving their personal goals and maximising their independence.

The role of the Senior Clinical Psychologist will be to assume responsibility for psychological assessment of clients within the Organisation and potential clients, involved in the design and provision of rehabilitation programmes and support of clients, families, staff and others, provide professional/clinical support to other frontline professions as appropriate, and to develop new innovative responses on behalf of the Organisation to the needs of clients with ABI Ireland and their families in the general community.

Key Duties and Responsibilities

General duties

- Perform such duties as are outlined by the National Service Manager.
- Undertake assessments and conduct interventions and therapy appropriate to the professional competence of Psychologists working with both clients and their families as appropriate.
- Contribute to the overall planning and policy making of the service through discussion with other members of the team. Provide professional reports and information to other professional staff and other reports as appropriate.
- Participate in lecturing and training to other healthcare staff, both employees of the organisation and staff in nominated groups from other organisations, ensuring that their

career development is in keeping with the Mission, Vision and Values of the Acquired Brain Injury Ireland.

- Provide support to the residential services in terms of staff training and clinical support to the residential clients; developing and supporting staff to implement positive behaviour support plans in conjunction with the MDT.
- Undertake research in clinical psychology and co-operate in research and evaluation programmes as appropriate.
- Liaise and co-operate with all members of the interdisciplinary team as appropriate to provide the optimum service to the clients referred.
- Keep abreast of and collaborate in the development and implementation of Clinical Psychology techniques.
- Ensure that clinical records are kept up to date.
- Attend meetings, and case conferences where appropriate and contributes to the development of the clinical specialism of Acquired Brain Injury Ireland.
- Collect, interpret and present, data and information on the psychological activity in the organisation.
- Provide professional and clinical supervision to other psychologists and other staff members.
- Carry out any other duties that may be assigned from time to time.

Particulars of Employment

- Your work performance and conduct will be regularly appraised during the period of your employment.
- Employees should plan, work, using initiative and always maintaining a high standard of service.
- Employees must treat clients, visitors, and other team members at all times with respect and dignity.
- Employees must be always aware to maintain the dignity of clients.

Health and Safety

- Take responsibility to ensure that relevant Health & Safety guidelines of the Organisation are met and that all staff are aware of the Health & Safety requirements of the services.
- Take personal responsibility for participating in mandatory training to ensure safe practices.
- Ensure the safety of persons served as far as possible.

Qualifications / Experience

Qualifications

Mandatory:

- i. 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

- 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 working in the care group applied for (either 60 days or equivalent supervised clinical placements as part of the professional qualification; or 60 days or equivalent post-qualification supervised work experience with the care group applied for)

And

- iv. 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 permitted three years for completion of the post-graduate training or time not worked will not be taken into consideration when assessing the five years' experience requirement

Essential Requirements

- Full clean driving licence with the use of a car.
- Possess a high standard of professional attainment.
- Possess the requisite knowledge and ability (including a high standard of suitability) for the proper discharge of the duties of the post.
- It is desirable that the candidate has specific skills and experience in the assessment of and intervention with people with neurological and other physical diagnosis.

Desirable Requirements

- Post qualification experience of working with adults with an acquired brain injury or other neurological conditions
- Experience in provisions of support using a Positive Behaviour Support approach
- Experience in formal neuropsychological assessments and interventions with people with neurological or other physical diagnosis
- Evidence of participation in continuous professional development
- Knowledge of the relevant disability-related legislation and standards or practice
- Effective interpersonal and teamwork skills
- An ability to manage workload, perform under pressure and achieve deadlines

Competencies

- **Person Centered & Advocacy**
 - *support & empower individuals to identify and pursue their needs*
- **Commitment to achieving the highest level of Professional Service**
 - *demonstrates a commitment to highest standards of quality service and outcomes.*
- **Using own initiative & Judgement**
 - *identifies service gaps and ways of improving processes and services*
- **Impact & Outcomes Focused**
 - *focus resources to achieve your outcomes and assist others to set and achieve their outcomes*
- **Planning, Organising and Prioritising**
 - *works to optimise outputs*
- **Managing Staff & Performance**
 - *providing direction and support, reviewing personal performance and that of others, motivating others and promoting equality and diversity. Displays leadership qualities and holds themselves and others accountable for delivery of objectives.*

Key Performance Indicators (KPI's) / Outcomes

- Excellent working relationships across the organisation.
- Employees should plan work, using initiative and maintaining a high standard of service at all times.
- Employees must be aware at all times to maintain the dignity of residents, particularly in the areas of personal care. All other residents, visitors and team members should be treated with respect and dignity at all times.
- Employees must be aware at all times to maintain the dignity of residents, particularly in the areas of personal care.
- Ensure the resident's right to privacy and choice are respected.
- Ensure the need for confidentiality when possessing knowledge of a private and personal nature about residents and their families.
- At all times work within the Health and Safety guidelines of the ABI Ireland.
- Take personal responsibility for participating in mandatory training to ensure safe practices.
- Ensure residents safety as far as possible.
- Lead and manage the local staff team.

Other Requirements

- Travel as required.
- Full driving licence with access to a vehicle.
- The applicant should be in good physical and mental health.
- The appointee is expected to be available after normal hours and within a reasonable time to deal with emergencies. The person appointed shall also work reasonable additional hours as required.
- Employees must attend training days and educational updates.
- Sharing learning experiences across all ABI Ireland services.

Remuneration

- Salary range €94962 - €111622 - DOE - pro-rated based on hours worked.
- 27 annual leave days per annum for full time staff and pro rata based on hours worked
- Flexible working and Work Life Balance Initiatives in place
- 2 Discretionary Days Annual Leave (Good Friday & Christmas Eve)
- Access to Contributory Pension scheme
- Free Life Cover benefit (2 times gross salary tax free)
- Generous paid Sick Leave (6 months full and 6 months half pay) based on service
- Paid Maternity Leave
- Long service awards
- Revenue approved mileage rates
- Comprehensive induction and training programme
- Career development opportunities
- Employee Assistance Programme
- Access to Health Care Staff Credit Union
- Regular psychology peer supervision meetings quality participants for PSI CPD points

This Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post. As circumstances change it may be necessary to review the responsibilities outlined above.

This will be done in consultation with the post holder.

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