



PERSON SPECIFICATION

Post: Assistant Psychologist		Date Updated: July 2026
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	• (A) (i) Have a Psychological Society of Ireland (PSI) accredited qualification at not less than a Level 8 at 2.1 honours grade on the QQI qualifications framework in which psychology was a major subject. OR • (ii) A Level 8 honours degree in another subject (2.1 or higher) together with an accredited conversion qualification at a minimum of (2.1) as conferring eligibility for graduate membership of the Psychological Society of Ireland. OR • (iii) A qualification equivalent to the above accredited by the British Psychological Society for graduate membership of the British Psychological Society. OR • (iv) A qualification equivalent to either (i) or (ii) which would allow the applicant to become a graduate member of the PSI. AND • (B) Candidates must possess the requisite knowledge and ability, including a high standard of suitability and administrative ability, for the proper discharge of the duties of the office. AND • Eligible to work in the State.	• Experience working with children and their families. • Experience working as part of a team. • Any relevant post graduate training specific to child disability services. • An awareness and understanding of the features of Autism. • Demonstrated evaluation and research skills
B. Organisational and Professional Knowledge:	• Broad knowledge of the Enable Ireland organisation and the job. • Good knowledge of the disability sector. • Good understanding of the social model of disability.	

	• Knowledge of theory and frameworks of Psychology, assessment procedures and intervention methods for children. • Understanding of interdisciplinary and trans-disciplinary working. • Evidence of commitment to continuous professional development. • Information technology skills.	
CORE COMPETENCIES C. Planning and Organising of Activities and Resources:	<i>The post holder will demonstrate an ability to:</i> • To work under the clinical supervision of the supervising Psychologist in providing psychological support, including therapeutic support and formal psychometric assessments, to children and young people (aged 0 – 18 years) attending our service. • Ability to carry out research and evaluations. • Good attention to detail.	
D. Professional Development and Standards in Services:	• Operates within the Psychological Society of Ireland's Code of Ethics. • Has an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Demonstrates sufficient skills to assist in the assessment, intervention and diagnosis to meet the specific needs of the relevant caseload.	
E. Integrity and Decision Making:	• Makes informed decisions based on the best available information while taking into account the context and situation within which the decision is being made. • Shows evidence of problem solving skills.	
F. Service Delivery and Initiative:	• Demonstrates a proactive approach to overall performance. • Demonstrates innovation and creativity. • Demonstrates a person-centred philosophy and a child and family focus. • Ability to deliver services across a large geographical area and at multi-sites. • Is flexible, adaptable and open to change. • Willingness to embrace service development and change.	• Ability to work across teams.
G. Building and Maintaining	• Positively communicate at all levels within the service while ensuring that	

Working Relationships:	information has been appropriately disseminated and understood. • Demonstrate competency in written, oral and verbal communication skills. • Understands the importance of supervision in ensuring the maintenance of clinical service standards and assuring quality. • Excellent interpersonal and communication skills.	
H. Team Working:	• Realises the importance of teamwork and how as a team member their contribution is effective. • Builds credibility and portray the profession in a positive light by being professional and well informed to achieve results and improve the service.	
I. Special Aptitudes and Circumstances:	• Clear understanding of professional ethics. • Documents interventions effectively and evidences clinical reasoning. • Proficient use of English language. • Pro-active approach to overall performance. • Innovative and creative. • Flexibility, adaptability and openness to change. • Willingness to embrace service developments and changes.	