

PERSON SPECIFICATION

Post: Basic Grade Psychologist			Date Updated: July 2026		
	Essential Criteria	Desirable Criteria			
A. Qualifications and Experience:	1. Candidates for appointment must: - Have a recognised 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, Counselling 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 - Must be a member of the Psychological Society of Ireland (PSI) or a member of the British Psychological Society (BPS). AND - Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired in appropriate	- Experience working in the disability sector. - Experience of inter/trans disciplinary team working. - Knowledge and experience of Assessment of Need process. - Experience of working with children aged from birth to 18 years, with a range of disabilities, (including physical disability, autism, learning disability) and their families. - Experience in Autism diagnosis. - Applicants must have at least one year satisfactory post-graduate experience working as a Clinical or Educational Psychologist.			

	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 and post qualification supervised work experience within a single care group area to give a total of 60 days are not acceptable. AND • Eligible to work in the State.	
B. Organisational and Professional Knowledge:	• Broad knowledge of Enable Ireland Services. • 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	• Relevant training in psychological tests specific to early intervention.

	children 0-6 years with a range of disabilities including physical, sensory, intellectual disability, autism, developmental delay. • Demonstrate a high proficiency in both written and verbal English.	
CORE COMPETENCIES C. Planning and Organising of Activities and Resources:	<i>The post holder will demonstrate an ability to:</i> • Organise workload in a team environment to include the scheduling and carrying out of assessments, interventions, diagnosis and administration as part of a caseload management process. • Ensure an acceptable overall level of performance.	
D. Professional Development and Standards in Services:	• Have 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 clinical skills in assessment intervention and diagnostics to meet the specific needs of the relevant caseload 0 – 6 generic services. • Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality. • Have a working knowledge of Microsoft Office packages and service related database systems.	
E. Integrity and Decision Making:	• Make 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. Building & Maintaining Working Relationships:	• Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Demonstrate competency in written and verbal communication skills.	
G. Team Working:	• Realise the importance of teamwork and how as a team member their contribution is effective. • Build credibility and portray the profession in a positive light by being professional and well informed to achieve results and improve the service. • Very good interpersonal and communication skills.	
H. Proactive Approach/ Adaptability/ Flexibility:	• Proactive approach to overall performance. • Innovative and creative. • Person centred philosophy. • Child and family focus. • Ability to deliver services across a large geographical area and at multi sites. • Flexibility, adaptability and openness to change. • Willingness to embrace service development and change.	• Ability to work across teams.