

## PERSON SPECIFICATION

| Post: Senior Grade Psychologist          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Date Updated: September 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                          | Essential Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Desirable Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>A. Qualifications and Experience:</b> | <ul style="list-style-type: none"> <li>Applicants must have a recognised university degree or diploma (QQ1 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 which meets the requirements of the Psychological Society of Ireland to work as a Clinical Psychologist.</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology.</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>An equivalent qualification from another jurisdiction validated by the Department of Health.</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>Demonstrate competence in the Care Group/s applied for.</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>Must be a member of the Psychological Society of Ireland (PSI) or a member of the British Psychological Society (BPS).</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>Applicants must have at least five years' satisfactory post-</li> </ul> | <ul style="list-style-type: none"> <li>Previous experience in a senior post.</li> <li>Experience of facilitating parent groups.</li> <li>Experience of inter or trans-disciplinary team working.</li> <li>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.</li> <li>Specific experience in assessment and intervention with children with physical disabilities and/or specific learning difficulties.</li> <li>Qualification and experience in completing ASD diagnostic assessments.</li> <li>Experience and training in formal supervision processes.</li> </ul> |

|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|  | <p>graduate experience in the area of professional psychology, no more than three years of which was spent in gaining the post-graduate 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 assessing the five years' experience requirement.</p> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired in appropriate health settings, for the 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.</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• Applicants with an educational psychology qualification must demonstrate that they have acquired in appropriate health settings for the 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</li> </ul> |  |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

|                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                           |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
|                                                                         | <p>work experience as a psychologist.</p> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Eligible to work in the State.</li> </ul> <p><b>Note:</b> 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.</p>                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                           |
| <b>B. Organisational and Professional Knowledge:</b>                    | <ul style="list-style-type: none"> <li>• Broad knowledge of Enable Ireland Services.</li> <li>• Broad knowledge of Clinical Psychology theory and practice.</li> <li>• Knowledge of a range of test materials suitable to children with disabilities of all ages.</li> <li>• Excellent knowledge of the disability sector, including physical, sensory, intellectual and autism.</li> <li>• Good understanding of the biopsychosocial model of disability within a PDS framework.</li> <li>• Awareness and understanding of the legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice.</li> <li>• Demonstrate a high proficiency in both written and verbal English.</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge and experience of Assessment of Need process.</li> </ul>               |
| <p><b>CORE COMPETENCIES</b></p> <p><b>C. Planning and Managing:</b></p> | <p><i>The post holder will demonstrate an ability to:</i></p> <ul style="list-style-type: none"> <li>• Manage a caseload including the ability to carry out/contribute to assessments, interventions and diagnosis to children 0 – 18 years with a range of disabilities/developmental delays including physical,</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>• Presentation skills.</li> <li>• Experience of performance management.</li> </ul> |

|                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                         |
|---------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                               | <p>sensory, learning disabilities and autism.</p> <ul style="list-style-type: none"> <li>• Demonstrates an understanding of resource management.</li> <li>• Devise, implement and deliver training programmes.</li> <li>• Organise and prioritise own workload.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                         |
| <b>D. Integrity and Decision Making:</b>                      | <ul style="list-style-type: none"> <li>• Establishes integrity by ensuring that the professional, ethical and safety factors are fully considered in decisions into which they have an input, and are consistent with PSI/BPS guidelines.</li> <li>• Demonstrates a sound understanding of administrative practice and protocol in decisions.</li> <li>• Thinks ahead to the consequences of decisions, and considers precedence to ensure consistency.</li> <li>• Makes decisions in a transparent manner by involving and empowering others where appropriate and will explain the rationale behind decisions.</li> <li>• Recognise when further intervention/referral is required, and when it is appropriate to refer decisions to a higher level of authority or to include other colleagues in the decision.</li> <li>• Demonstrates reflective practice techniques to inform and guide their practice.</li> <li>• Deal successfully with complaints and difficult situations as they arise.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience in making decisions in consultation with interdisciplinary teams.</li> <li>• Experience in including families in decisions in a family centred approach.</li> </ul> |
| <b>E. Professional Development and Standards in Services:</b> | <ul style="list-style-type: none"> <li>• Maintain a high standard of professional behaviour and is accountable for their practice.</li> <li>• Maintain accurate written and database records and reports</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                         |

|                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|                                                           | <p>in accordance with professional guidelines.</p> <ul style="list-style-type: none"> <li>• Meets PSI/BPS guidelines for CPD.</li> <li>• Deliver a quality evidence based service, and report on same as necessary (EFQM model preferable).</li> <li>• Use initiative in developing new ideas that add value to the organisation and service and an awareness of legislation related to working with children.</li> <li>• Awareness of the importance of policies and procedures within the organisation.</li> <li>• Demonstrate clinical skills in assessment, intervention and diagnostics in relation to people with disabilities.</li> </ul> |  |
| <b>F. Team Working:</b>                                   | <ul style="list-style-type: none"> <li>• Ability to work within an interdisciplinary team structure.</li> <li>• Experience and training in supervision and supervision processes to ensure the maintenance of clinical service standards and quality.</li> <li>• Ability to work collaboratively with others.</li> <li>• Understand complexity of team working.</li> <li>• Participate in training and ensure all staff in the team are trained adequately in line with legal and professional standards.</li> </ul>                                                                                                                             |  |
| <b>G. Building and Maintaining Working Relationships:</b> | <ul style="list-style-type: none"> <li>• Develop and promote good interpersonal relationships with service users and their family.</li> <li>• Develop and maintain communication links with other staff/agencies as appropriate.</li> <li>• Excellent interpersonal and written communication skills.</li> </ul>                                                                                                                                                                                                                                                                                                                                 |  |

|                                                                 |                                                                                                                                                                                                                                                                                                                                                                                     |  |
|-----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>H. Leadership:</b>                                           | <ul style="list-style-type: none"> <li>• Build credibility and portray the profession in a positive light by being professional and well informed by demonstrating determination and initiative to achieve results and improve the service.</li> <li>• Take lead roles within the team or service as required.</li> <li>• Show evidence of managing change successfully.</li> </ul> |  |
| <b>I. Proactive Approach/<br/>Adaptability/<br/>Flexibility</b> | <ul style="list-style-type: none"> <li>• Is flexible, adaptable and open to change.</li> <li>• Demonstrate a pro-active approach to overall performance.</li> <li>• Is innovative and creative.</li> <li>• Willingness to embrace service development and change.</li> <li>• Ability to deliver services across a wide geographical area.</li> </ul>                                |  |