



Play Therapist, Senior (Teiripeoir Súgartha, Sinsearach)
Integrated Health Areas of Dublin North County and Dublin North City & West
Job Specification & Terms and Conditions

Job Title, Grade Code	Play Therapist, Senior (Teiripeoir Súgartha, Sinsearach) (Grade Code: 3705)
Remuneration	<p>The salary scale for the post is (01/06/2026):</p> <p>€65,197 - €66,587 - €68,021 - €69,442 - €70,864 - €72,358 - €73,935 - €75,506 - €76,767</p> <p>New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.</p>
Campaign Reference	DNE26134
Closing Date	12 th November 2026 at 12 noon
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	<p>Integrated Health Areas (IHA) of Dublin North County (DNC) and Dublin North City & West (DNCW) (Limistéir Shláinte IHA mhtháite IHA ntae Bhaile Átha Cliath Thuaidh agus Chathair Bhaile Átha Cliath Thuaidh & Thiar)</p> <p>There are currently 2 specified purpose, whole-time vacancies available in the Ballymun Network.</p> <p>A panel may be formed as a result of this campaign for Play Therapist, Senior from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled within Community Services in Integrated Health Areas of Dublin North County and Dublin North City & West.</p>
Informal Enquiries	<p>We welcome enquiries about the role.</p> <p>Contact Caroline Lawson (caroline.lawson@hse.ie) Community Healthcare Network Manager Ballymun for further information about the role.</p> <p>Contact Rachael Scully: rachael.scully@hse.ie for enquiries relating to the recruitment process.</p>
Details of Service	<p>The HSE has created six new health regions. Each region is responsible for providing both hospital and community care for the people in that area. Bringing community health services and hospitals together means we can take a more patient-centred approach to healthcare.</p> <p>HSE Dublin North East provides health and social care to North Dublin, Louth, Meath, Monaghan and most areas of Cavan.</p> <p>Community Healthcare Services are delivered through the HSE and its funded agencies to people in local communities, as close as possible to people's homes. Community Healthcare Services focus on keeping you well so that you can continue to live at home or close to home through our health promotion, disease screening, diagnosis, treatment, and</p>

	<p>rehabilitation programs. You can refer yourself to most Community Healthcare Services or through your GP, public health nurse, community mental health team, etc. Services include - Primary Care, Social Care - Older Persons, Social Care – Disabilities, Mental Health, Health and Wellbeing, Quality, Safety and Service Improvement.</p> <p>HSE Dublin North East Region includes the following hospitals;</p> <ul style="list-style-type: none"> • Beaumont Hospital • Cavan General Hospital • Connolly Hospital • Louth County Hospital • National Orthopaedic Hospital Cappagh • Monaghan General Hospital • Mater Misericordiae University Hospital • Our Ladys Hospital Navan • Our Lady of Lourdes Hospital • Rotunda Hospital <p>The postholder will work as part of a multidisciplinary team. The team consists of play therapists, social worker, psychologists, speech and language therapists, occupational therapists and team coordinator. The team will provide a service to children attending 11 schools in the Ballymun area.</p>
Reporting Relationship	Post holder will report clinically to play therapy coordinator and operationally to the MDT coordinator
Key Working Relationships	Key working relationships will be with; members of the multidisciplinary team, school staff, and parents
Purpose of the Post	The Play Therapist, Senior works with children and, when appropriate, their families to assess and deliver age-appropriate interventions for emotional, behavioural, and developmental concerns. Using evidence-based play therapy approaches, they create a safe and supportive environment where children can explore feelings, build resilience, and work toward therapeutic goals.
Principal Duties and Responsibilities	<p>1) Professional/Administrative</p> <ul style="list-style-type: none"> • Conduct assessments to understand a child's emotional, behavioural, and developmental needs. • Plan and deliver individualised 1:1 play therapy sessions. • Use therapeutic play techniques such as role-play, art, sand play, storytelling, and games. • Develop treatment plans and goals and monitor progress over time. • Maintain high quality, accurate clinical records and documentation in accordance with relevant GDPR guidelines. Communicate clinical information effectively to a range of stakeholders. • Collaborate with parents, caregivers, teachers, and other healthcare or education professionals. • Provide guidance and education to families about supporting the child's emotional development. • Conduct 6 weekly parent sessions and ongoing parental / familial support. • Ensure confidentiality and adhere to ethical and professional standards. • Participate in case reviews, supervision, and continuing professional development. • Contribute to clinical supervision, student learning, peer support or professional development activities within a therapeutic service. • Contribute to service development, quality improvement initiatives and the evaluation of outcomes to support continuous enhancement of service delivery. • identify, assess and manage clinical risk and safeguarding concerns in line with legislation, policy and best practice.

	<ul style="list-style-type: none"> • Manage a complex clinical caseload, prioritise workload effectively and maintain professional standards within a busy service environment. <p>2) Risk Management, Quality, Health & Safety</p> <ul style="list-style-type: none"> • Adequately identifies, assesses, manages and monitors risk within their area of responsibility. • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. <p>3) Education & Training</p> <ul style="list-style-type: none"> • Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate. <p>The above Job Specification 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 them from time to time and to contribute to the development of the post while in office.</p>
<p>Eligibility Criteria</p> <p>Qualifications and/ or experience</p>	<p>Candidates at date of application must have:</p> <p>A) A level 8 degree in a recognised field such as psychology, nursing, education, social work or relevant discipline.</p> <p style="text-align: center;">AND</p> <p>B) Master's degree in child and Adolescent Psychotherapy secondary to the complex trauma in the area with a specialisation in play therapy.</p> <p style="text-align: center;">AND</p> <p>C) (i) Have accreditation or pre-accreditation with a relevant body such as IAPTP, IAHIP or other appropriate regulating body.</p> <p style="text-align: center;">OR</p> <p>(ii) If pending accreditation status, receiving appropriate levels of supervision as outlined by a professional body such as the IAPTP, IAHIP or other appropriate regulating body</p> <p>Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p>Character Each candidate for and any person holding the office must be of good character.</p>

Post Specific Requirements	<p>Candidates must demonstrate depth and breadth of experience in the following areas as relevant to the role:</p> <ul style="list-style-type: none"> • Extensive background within a school setting, undertaking comprehensive assessments and implementing evidence-based interventions for children presenting with emotional, behavioural, developmental and/or mental health difficulties which are responsive to the individual needs of children and families in conjunction with a multi-disciplinary team. • Experience working with children who have experienced adversity, trauma, attachment difficulties, loss, family disruption and other complex psychosocial challenges. • Demonstrated ability to deliver collaborative, cross-agency therapeutic and consultation services across schools, primary care, and communities. • Proven expertise in supporting educators and parents, within diverse populations and/or with children and families affected by social disadvantage, intergenerational trauma, poverty, family stressors and barriers to accessing services • Experience of contributing to service development, quality improvement initiatives and the evaluation of outcomes to support continuous enhancement of service delivery • Experience of contributing to clinical supervision, student learning, peer support or professional development activities within a therapeutic service. • Experience delivering early intervention and prevention-focused therapeutic supports to children, families and school communities.
Other requirements specific to the post	<p>A special interest in play or art psychotherapy would be desirable.</p>
Additional eligibility requirements:	<p>Citizenship Requirements Eligible candidates must be:</p> <p>(i) EEA, Swiss, or British citizens</p> <p>OR</p> <p>(ii) Non-European Economic Area citizens with permission to reside and work in the State</p> <p>Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status.</p> <p>To qualify candidates must be eligible by the closing date of the campaign.</p>

Skills, competencies and/or knowledge	<p><i>The candidate must demonstrate</i></p> <p>Professional Knowledge and Clinical Expertise <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrates advanced knowledge of child development, attachment theory, trauma-informed practice, emotional regulation, neurodevelopment and the impact of adverse childhood experiences on children's functioning. • Demonstrates specialist knowledge and experience in the assessment, formulation and treatment of emotional, behavioural and developmental difficulties in children using play therapy and related therapeutic approaches. • Demonstrates the ability to develop, implement and evaluate individualised therapeutic intervention plans based on assessed needs and evidence-informed practice. • Demonstrates knowledge of child protection, safeguarding legislation and Children's First requirements relevant to the role. • Demonstrates knowledge of HSE policies, governance frameworks, confidentiality, GDPR requirements and professional ethical standards. • Knowledge of trauma-informed and attachment-based interventions for children who have experienced adversity, neglect, family disruption and complex trauma. • Knowledge of school-based therapeutic service delivery models and the role of interdisciplinary working within educational settings. • Understanding of prevention and early intervention approaches within primary care and community services. • Knowledge of relevant national policies including Children's First: National Guidance for the Protection and Welfare of Children, Better Outcomes Brighter Futures, Sláintecare., HSE Primary Care and Integrated Care frameworks <p>Communication and Relationship Management <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrates highly developed communication skills, including the ability to engage effectively with children, parents, carers, school staff and multidisciplinary colleagues. • Demonstrates the ability to communicate complex clinical information and recommendations clearly and sensitively to a range of stakeholders. • Develops and maintains effective therapeutic relationships while maintaining appropriate professional boundaries. • Demonstrates the ability to provide consultation, support and psychoeducation to parents, schools and relevant professionals. <p>Team Working and Collaborative Practice <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrates the ability to work effectively within a multidisciplinary team to support integrated care planning and service delivery. • Demonstrates experience of collaborating with education, health and community agencies to achieve positive outcomes for children and families. • Contributes positively to team development, clinical discussions and service planning activities. <p>Service Delivery and Clinical Governance <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrates the ability to manage a complex caseload efficiently and prioritise competing demands within available resources. • Maintains accurate, timely and comprehensive clinical records in line with professional, organisational and legal requirements.
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	<ul style="list-style-type: none"> • Demonstrates commitment to quality improvement, clinical audit and evidence-based practice. • Identifies, assesses and manages clinical risk appropriately within scope of practice and organisational procedures. <p>Leadership, Education and Professional Development <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrates the ability to provide professional leadership and clinical guidance in relation to play therapy practice. • Demonstrates experience supporting, supervising or contributing to the learning and development of students, colleagues or other professionals. • Maintains professional competence through reflective practice, supervision, continuing professional development and engagement with current research. • Demonstrates initiative, adaptability and a commitment to service improvement and innovation.
<p>Campaign Specific Selection Process</p> <p>Ranking/Shortlisting / Interview</p>	<p>A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements.</p> <p>Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process.</p> <p>Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.</p>
<p>Diversity, Equality and Inclusion</p>	<p>The HSE is an equal opportunities employer.</p> <p>Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience.</p> <p>The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated.</p> <p>The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition.</p> <p>Read more about the HSE's commitment to Diversity, Equality and Inclusion</p>
<p>Code of Practice</p>	<p>The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).</p> <p>The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review</p>



	<p>and appeal mechanisms open to candidates should they be unhappy with a selection process.</p> <p>Read the CPSA Code of Practice.</p>
<p>The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed.</p> <p>This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	

Play Therapist, Senior (Teiripeoir Súgartha, Sinsearach)

Terms and Conditions of Employment

Tenure	<p>There are currently 2 specified purpose, whole-time vacancies available</p> <p>The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part-time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage.</p> <p>Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.</p>
Working Week	<p>The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 35 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.</p>
Annual Leave	<p>The annual leave associated with the post will be confirmed at Contracting stage.</p>
Superannuation	<p>This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004</p>
Age	<p>The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.</p> <p><u>* Public Servants not affected by this legislation:</u> Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.</p> <p>Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.</p>
Probation	<p>Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.</p>
Protection of Children Guidance and Legislation	<p>The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies.</p> <p>All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998.</p> <p>Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities.</p>

	<p>You should check if you are a Mandated Person and be familiar with the related roles and legal responsibilities.</p> <p>Visit HSE Children First for further information, guidance and resources.</p>
Infection Control	<p>Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.</p>
Health & Safety	<p>It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS).</p> <p>Key responsibilities include:</p> <ul style="list-style-type: none"> • Developing a SSSS for the department/service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. <p>Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.</p>

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

² Structures and processes for effective [incident management](#) and review of incidents.