JOB DESCRIPTION

Job:	Psychologist (basic grade)
Location:	Enable Ireland, Curraheen, Cork
Contract hours:	Full time (35 hours per week)
Contract type:	Permanent
Report to:	Children's Disability Network Manager

Overall Purpose of the Post:

To provide a range of psychological services to children 0 – 18 years on the Early Years / School Age team and their families who attend the Children's Disability Network Team (CDNT), within an interdisciplinary framework and family centered practice and to support other staff and students as assigned. You will join a team of Psychologists working as part of an interdisciplinary team. There is a strong focus on intervention within the team. You will have access to regular clinical supervision from a Senior Psychologist.

Key Working Relationships

Enable Ireland delivers services using the Social Model of Disabilities. Enable Ireland has a wide range of stakeholders with whom strong professional relationships need to be forged and fostered on an ongoing basis. These stakeholders are identified as:

- Children & young people
- Parents/ Careers / Advocates
- Director of Services
- Service Manager
- Children's Disability Network Manager (CDNM)
- Statutory and Community Partners

Duties/Responsibilities

Working under the direction of the CDNM and in partnership with psychology colleagues and as a member of the interdisciplinary team, the post holder will:

- Work as a member of the interdisciplinary team to provide an integrated and co- ordinated service to children and their families.
- Provide consultation and support programmes for parents and families as appropriate.
- Provide reports and information to relevant others, refer to other professionals; liaise with schools and other external agencies as appropriate.
- Attend and participate in relevant meetings and case conferences.

- Integrate clinical / educational psychology skills with current clinical psychology theory and relevant supporting evidence based knowledge.
- Facilitate a family centered approach.
- Adhere to the principle of informed consent prior to and throughout interventions.
- Facilitate the service user to make informed decisions re: psychology interventions.
- Use skilled observations and interviewing, including in complex situations.
- Select, implement and analyses the outcomes of standardized and non-standardized assessments.
- Collaborate skillfully with the child / young person as appropriate and work in partnership with his / her parent, family, career to identify goals, including complex situations.
- Apply clinical reasoning to plan, implement and modify interventions that are Outcome based and relevant to the child or young person's goals.
- Facilitate individual and group interventions in a skilled manner.
- Evaluate and apply outcomes of intervention in collaboration with all stakeholders.

Manage a Caseload:

- Apply and develop caseload management procedures including prioritization
- Co-ordinate intervention with other team members and with other agencies to ensure an optimum service is provided for all service users.
- Evaluate effectiveness of current caseload management procedures in collaboration with the team manager and team.

Professional Reasoning:

- Engage and articulate reflection and evaluation on practice.
- Demonstrate a logical and systematic approach to problem solving and decision making.
- Engage in clinical reasoning based on clinical / educational psychology practice and supporting evidence.

Quality Assurance:

- Contribute to the ongoing development and implementation of relevant quality assurance initiatives
- Adhere to Enable Ireland's policies, procedures and guidelines.
- Adhere to Children's Disability Network Team policies, procedures and guidelines.
- Ensure that professional practice is in line with Enable Ireland's Duty of Care
- Ensure timely and accurate record keeping in line with the requirements of Enable Ireland, The Freedom of Information Act (1997 and 2003) and The Data Protection Act (1988 and 2003).

Professional Development & Support:

The post holder will:

- Attend and actively contribute to relevant clinical and professional meetings.
- Participate in regular supervision
- Direct their own personal professional development by ensuring that they maintain and develop their professional skill and knowledge.
- Participate in training and developmental opportunities as identified and agreed in their Personal Professional Development Plan (PDP) / Team Development Plan (TDP) *(as appropriate).*
- Support and contribute to research initiatives as required and appropriate

This description is not restrictive and the post holder may be required to carry out other duties as requested by the Director of Services, Children's Services Manager & Children's Disability Services Manager. The post holder may be redeployed to other Enable Ireland children's service units within the Cork area when required.

To minimize exposure to breaches of GDPR, strict compliance is required In the course of carrying out the duties of this job and working with others. This will include but is not limited to compliance with Enable Ireland's suite of GDPR Policies & Procedures, attending all GDPR Training sessions and ensuring personal responsibility for implementing safeguards and measures as directed.

Terms & Conditions

Responsible to: Children's Network Disability Manager

Probation: A probationary period of 6 months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The company reserves the right to extend the probationary period on an exceptional basis if it is deemed that the extension would be in your interest. In any case, this will not exceed a period of 9 months. The probationary period may also be extended to facilitate statutory leave.

Salary: The current salary scale for this post is €61,549 to €107,646 pro rata per annum.

Annual leave: Annual leave entitlement i s 34 days pro rata per annum and proportionately less for less than 12 months service.

Pension scheme: Enable Ireland operates a contributory pension scheme which all employees may join following their start date.

Medical: The successful candidate will be required to undergo a medical assessment.

Garda Clearance/ Police Clearance: These will be required for all prospective staff who undertake relevant work or activities relating to children or vulnerable persons.

Sick Pay: All periods of sickness exceeding two days must be medically certified**.** Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 6 months continuous service with the Company sick pay will be as follows: Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the

same 12 month rolling period.

Redeployment: In exceptional circumstances the organization reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.