PERSON SPECIFICATION

Post: Behavioural Specialist		**Date Updated:** July 2026
	Essential Criteria	**Desirable Criteria**
A. Qualifications and Experience:	• BCBA certification or equivalent. • Master's degree (Psychology, Education or equivalent). • Minimum of 1 year experience in a full time Behavioural Specialist role within a disability setting. • Full clean driving license valid in the jurisdiction and access to own transport. • Be currently eligible to work in the state.	• Experience of interdisciplinary team working. • Membership of professional body (BACB, PSI or equivalent). • Extensive clinical experience working in carrying out Functional Behaviour Assessments, Comprehensive Behavioural Assessments and the development and subsequent implementation of Multi-element Behaviour Support Plans. • Experience designing and delivering training packages to staff and families (internal and external). • Experience providing universal, targeted and individualised supports. • Experience providing supervision to individuals pursuing BCBA, BCaBA and RBT or to those with BCaBA or RBT credentials who require ongoing supervision to maintain certification.
B. Organisational and Professional Knowledge:	• Demonstrates professional reasoning and behaviour with a clear understanding of the role of the Behavioural Specialist working within the disability sector. • Demonstrates an ability to work as part of an interdisciplinary team. • Demonstrates an understanding of the Social Model of Disability and a Family Centred approach in the delivery of services to people with disabilities. • Broad knowledge of the Enable Ireland organisation and the specific job area.	

	• Good knowledge of the disability sector. • Knowledge of theory and frameworks of occupational therapy, assessment procedures, diagnostic procedures and intervention methods applicable to children of 0-18 years with disabilities.	
CORE COMPETENCIES **C. Planning and Organising of Activities and Resources:**	*The post holder will demonstrate an ability to:* • 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 as a Basic Grade Behavioural Specialist.	
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. • Demonstrate sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of the relevant caseload 0 – 18 generic services.	
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. • Show evidence of problem solving skills.	
F. Service Delivery and Initiative:	• Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis. • Basic IT skills.	• Knowledge of Microsoft Office packages.
G. Building and 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.	

	• Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality.	
H. 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. • Demonstrate very good interpersonal and communication skills.	
I. SPECIAL APTITUDES AND CIRCUMSTANCES:	• Flexibility. • Proactive approach to overall performance. • Willingness to embrace organisational development and change. • Fluency in spoken and written english.	