



## CENTRAL REMEDIAL CLINIC

### JOB DESCRIPTION

<b>Job Title and Grade</b>	Senior Psychologist CDNT
<b>Location of Post</b>	<b>Based in CRC Lead Agency Children's Disability Network Teams.</b>  The CRC Children's Disability Network Teams (CDNT) will be providing intervention to children from the age of 0-18 years, presenting with complex developmental needs requiring inter-disciplinary intervention. Our services are based upon a Family Centered Practice Model in line with the Progressing Disability Services.
<b>Details of Service</b>	The post holder will have responsibility for provision of a high quality psychology service within an interdisciplinary children's disability network team.  Psychology services includes assessment, interventions, consultation, research, education and support. Such psychological services will be delivered in line with PDS CDNT Policies, Procedures, Protocols and Guidelines (PPPGs), and within established professional standards, guidelines and CRC policy.  The Senior Psychologist will carry out AONs in line with the current legal requirements for Children's Disability Network Teams.  The Senior Psychologist may have some involvement in planning and managing changes in the disability context within the organisation and will support the implementation of change management processes under the Transforming Lives programme – specifically Progressing Disability Services for Children & Young people.
<b>Reporting Relationship:</b>	The post holder will have a reporting relationship to the Children's Disability Network Manager. The CDNM will provide clinical assurance regarding professional supervision in collaboration with the Principal Psychologist.
<b>Key Working Relationships:</b>	The post holder will: <ul style="list-style-type: none"><li>• Work with and report to the CDNM</li><li>• Liaise with the Principal Psychologist as agreed</li><li>• Work as part of the interdisciplinary children's network disability team</li><li>• Build key working relationships with clients and their families, carers and advocates</li></ul>

	<ul style="list-style-type: none"> <li>• Build key working relationships with Psychology colleagues within CRC CDNTs, the wider Psychology Department and external agencies</li> <li>• Work within the clinical supervision framework as agreed</li> <li>• Engage in the process of reconfiguration under Progressing Children's Disability Services national policy.</li> </ul>
<b>Purpose of the Post</b>	<p>The post holder will:</p> <ul style="list-style-type: none"> <li>• Have responsibility for managing a workload and the effective delivery of psychology services for their clients, in the context of an interdisciplinary team within a family centred practice service model</li> <li>• Deliver such services in line with service plans and objectives and within established professional standards, guidelines and policy</li> <li>• Have the responsibilities of a Mandated Person as outlined in the Child Care Act 2015.</li> </ul>
<b>Person Specification</b>	<p><b>Professional/Clinical</b></p> <p>The Senior Psychologist will</p> <p>Provide and/or oversee treatment and intervention programmes to meet the identified psychological needs of children, their families within the CDNT interdisciplinary team service, including assessment, consultation and the provision of psychological therapies and interventions, in line with best practice.</p> <ol style="list-style-type: none"> <li>1. Oversee and participate in clinical psychology work with other disciplines both directly and through liaison and consultation, promoting interdisciplinary working and the provision of integrated services.</li> <li>2. Attend meetings, case conferences, professional meetings and reviews within the designated CDNT service and provide information to these meetings as appropriate.</li> <li>3. Provide clinical supervision to other psychology staff.</li> <li>4. To effectively prioritise and manage a clinical caseload</li> <li>5. To keep accurate and contemporaneous clinical records through case file notes, reports and clinical reporting systems</li> <li>6. To maintain statistical records as required for the interdisciplinary team and by the CDNT</li> <li>7. To participate in administrative activities necessary to enable the team to carry out its work effectively.</li> </ol>

	<p>8. Provide, as required, clinical psychology reports to the service, HSE and TUSLA, the Child and Family Agency, the heads of other services and the courts in accordance with professional standards.</p> <p>9. Ensure anti-discriminatory practice and cultural awareness.</p> <p>10. Encourage and initiate psychological research and, where appropriate, initiate and/or participate in multi-disciplinary research programmes.</p> <p>11. Perform such other duties appropriate to his/her office as may be assigned by the CDNM.</p> <p>The above Job Description 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 him/her from time to time and to contribute to the development of the post while in office.</p>
	<p>The successful candidate must be familiar with all relevant national policies and also have the following essential requirements:</p> <p>a) (i) a recognised University degree or diploma obtained with first or second class honours in which psychology was taken as a major subject and honours obtained in that subject</p> <p><u>And</u></p> <p>(ii) hold a recognised postgraduate qualification in Clinical or Educational Psychology</p> <p>b) have a minimum five years satisfactory post graduate experience in Clinical or Educational Psychology</p> <p>c) possess the requisite knowledge of psychological assessment and intervention with this population</p> <p>d) demonstrate evidence of good planning and organisations skills and good team working ability</p> <p>e) excellent communication skills and experience of providing supervision.</p>
<b>Principal Duties and Responsibilities</b>	<p>The candidate must demonstrate the following skills:</p> <p><b><u>Communication and Interpersonal Skills</u></b></p> <ul style="list-style-type: none"> <li>- Demonstrate effective interpersonal and communication (verbal and written) skills including skills in interdisciplinary working and the ability to collaborate with colleagues.</li> <li>- Demonstrate a commitment to the delivery of a quality user centred service, in the context of a family centred practice model.</li> <li>- Display awareness and appreciation of family centred practice and clients their parents and carers as expert through experience including promoting the role of service user and family in the planning and decision making and service development.</li> </ul>

	<ul style="list-style-type: none"> <li>- Demonstrate the ability to empathise with and treat others with dignity and respect</li> <li>- Demonstrate a willingness to develop IT skills relevant to the role.</li> </ul> <p><b><u>Professional Knowledge</u></b></p> <ul style="list-style-type: none"> <li>- Demonstrate sufficient professional knowledge and evidence based practice to carry out the duties and responsibilities of the role to a high standard</li> <li>- Demonstrate an ability to apply knowledge to best practice</li> <li>- Demonstrate an awareness of current professional issues, a commitment to continuing professional development and a clear understanding of professional ethics</li> <li>- Demonstrate knowledge of research methods.</li> </ul> <p><b><u>Overall suitability</u></b></p> <ul style="list-style-type: none"> <li>- Demonstrate evidence of working as part of an interdisciplinary team, with evidence of good ability to manage conflict and effectively co work cases</li> <li>- Demonstrate effective supervision skills and a clear commitment to the supervision process</li> <li>- Demonstrate the ability to evaluate information and make effective decisions especially with regard to service delivery</li> <li>- Demonstrate initiative and innovation in identifying areas for service improvement</li> <li>- Demonstrate ability to facilitate change and improve service delivery.</li> </ul> <p><b><u>Training/CPD:</u></b></p> <ul style="list-style-type: none"> <li>- To share clinical and other skills with colleagues as appropriate</li> <li>- To attend and actively contribute to relevant clinical, professional and service meetings.</li> <li>- To participate in training and development opportunities as identified and agreed with the CDNM and Principal Psychologist</li> <li>- To participate in clinical supervision in accordance with PSI supervision guidelines</li> <li>- To provide supervision and mentoring to the Basic Grade Psychologist on the team in line with PSI supervision guidelines</li> <li>- To keep abreast of developments in national policies &amp; strategies, international best practice and impending legislation and its perceived impact</li> <li>- To keep up-to-date with organizational developments within the Irish health and social services</li> </ul> <p><b><u>Health &amp; Safety:</u></b></p> <ul style="list-style-type: none"> <li>- To promote a safe working environment in accordance with all Health &amp; Safety legislation</li> </ul>
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	<ul style="list-style-type: none"> <li>- To be aware of and implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards</li> <li>- To actively participate in risk management by identifying risks and assuming responsibility for appropriate action</li> <li>- To report any adverse incidents in accordance with organizational guidelines</li> <li>- To communicate any concerns, queries or issues in a timely manner to the CDNM or Principal Psychologist.</li> </ul> <p><b>Values</b></p> <ul style="list-style-type: none"> <li>- The post holder will be expected to live the CRC values of person centredness, respect, quality, collaboration, courage and stewardship.</li> <li>- Demonstrate behaviour consistent with the Values of the CRC.</li> </ul>
<b>Terms and Conditions</b>	<p><b>Pay Scale</b></p> <p><b>Hours of Work - 35/week</b></p> <p><b>Contract Status - Permanent</b></p>
<b>Skills, competencies and/or knowledge</b>	<p>The candidate must demonstrate:</p> <p><b><u>Communication and Interpersonal Skills</u></b></p> <p><b><u>Professional Knowledge</u></b></p> <p><b><u>Teamwork</u></b></p> <p><b><u>Planning</u></b></p> <p><b><u>Judgement</u></b></p> <p><b><u>Staff Management</u></b></p> <p><b><u>Technical Expertise</u></b></p> <p><b><u>Decision Making</u></b></p> <p><b><u>Ability to Reflect &amp; Learn</u></b></p>