

PERSON SPECIFICATION

Post: Senior Psychologist Date Updated: March 2026		
	Essential Criteria	Desirable Criteria
Qualifications and Experience	- 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. AND - Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology. OR - An equivalent qualification from another jurisdiction validated by the Department of Health. AND - Demonstrate competence in the Care Group/s applied for. AND	- Experience of facilitating parent groups. - Experience of inter or trans-disciplinary team working. - 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. - Specific experience in assessment and intervention with children with physical disabilities and/or specific learning difficulties. - Qualification and experience in completing ASD diagnostic assessments. - Experience and training in formal supervision processes.

	Applicants must have at least five years' satisfactory postgraduate experience in the area of professional psychology, no more than three years of which was spent in gaining the postgraduate 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 postgraduate training or time not worked will not be taken into consideration when assessing the five years' experience requirement. AND - 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. OR - 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 work experience as a psychologist. AND • Be a member of the Psychological Society of Ireland, or an equivalent body such as the BPS. Note: 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.	
Organisational and Professional Knowledge	• Broad knowledge of Enable Ireland Services and Progressing Disability Services. • Knowledge of Clinical Psychology theory and practice, especially in relation to children and families • Knowledge of a range of test materials suitable to children with disabilities of all ages and the ability to interpret results from these materials • Excellent knowledge of various disabilities such as physical, sensory, intellectual or autism, and how they impact on children and their families emotionally,	• Knowledge and experience of Assessment of Need process.

	psychologically and socially • Good understanding of the social model of disability • Demonstrates clinical skills in assessment, intervention and diagnostics in relation to people with disability. • Demonstrate a positive child / person centred approach to service delivery • Ability to demonstrate effective group work and group facilitation skills. • Demonstrate a well-developed understanding of the principles and practice of child and vulnerable adult protection	
Core Competencies Organisation & Management Skills	• Demonstrate a very good ability to organise and prioritise own workload • Manage a caseload effectively, including demonstrating the ability to carry out/contribute to assessments, interventions and diagnosis to children 0 – 18 years with a range of disabilities/ developmental delay • Supervise basic grade staff and students id required • Demonstrates an understanding of resource management. • Ability to devise, implement and deliver training programmes to colleagues and parents	• Experience in making decisions in consultation with interdisciplinary teams. • Experience in including families in decisions in a family centred approach
Integrity & Decision Making	• Make decisions in an ethical manner, consistent with PSI guidelines.	

	• Demonstrate innovation and creativity in addressing needs of service user or service	
--	--	--