

PERSON SPECIFICATION

Post: Staff Grade Psychologist		Date Updated: April 2026
Qualifications and Experience	- Have a 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 - 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 - Applicants with a clinical or counselling	- Experience of inter and trans-disciplinary team working. - Experience of working in a disability service. - Experience of working with children and adolescents with a range of disabilities post qualification - Knowledge and skills in the management of behaviours of concern - Knowledge and skills in conducting diagnostic assessments in children and young people including Autistic Spectrum Disorder and Intellectual Disabilities

	psychology qualification must demonstrate that they have acquired in appropriate health settings, for the area / 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. Note 2. Or • Applicants with an educational psychology qualification must demonstrate that they have acquired in appropriate health settings for the area / 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. Note 2.	
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	Note 2: 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. • Must be a member of the Psychological Society of Ireland (PSI) or a member of the British Psychological Society (BPS) • Applicants who qualified outside the Republic of Ireland must already have their qualifications validated by the Department of Health and Children and the Psychological Society of Ireland. • Meets the requirements of the Psychological Society of Ireland (PSI) to work as an Educational Psychologist • Eligible to work within the state • Full drivers licence with access to own transport	
Organisational and Professional Knowledge	• Broad knowledge of Psychological theory and practice. • Knowledge of current approaches to children (0 – 18 yrs) with disabilities, in particular intellectual disability, autism and physical and sensory disabilities • Demonstrate the skills and ability to utilise	• Knowledge of Assessment of Need process. • Experience in the disability sector • Demonstrate a clear understanding of the Bio Psycho Social Models of Disability as adopted by Progressing

	psychological theory and practice with this population • Knowledge of multi-element positive behavior management • Knowledge of a range of test materials suitable to children with disabilities of all ages. • Demonstrates a person centred approach in the delivery of services • Understanding of the social model of disability. • Provides evidence of commitment to continuous professional development	Disability Services
Core Competencies:	<i>The post holder will demonstrate an ability to:</i> • Conduct assessments for children and adolescents using a range of test materials. • Conduct screening questionnaires for referrals to CAMHS services.	• Assess children using a range of test materials suitable to children with disabilities. • Be competent in observational techniques of children / young people in a variety of settings
Planning & organising of activities and resources	• Manage a caseload under supervision	• Presentation skills to teachers and parents
Integrity & Decision Making	• Make decisions in an ethical manner, consistent with P.S.I. guidelines. • Maintain a high standard of professional behaviour.	• Experience in making decisions in consultation with interdisciplinary teams

	• Recognise when risk assessment is required and understand how to conduct risk assessments under supervision • Recognise when further intervention/ referral is required. • Experience in including families in decisions, in a Family Centred Service approach • Demonstrates reflective practice techniques to inform clinical practice	
Professional development and standards in services	• Maintains a high standard of professional behaviour and is accountable for their practice under supervision. • Demonstrates skills in planning interventions for and children and their families • Maintains accurate written and database records and reports in accordance with Enable Ireland & professional guidelines • Engage in and utilise clinical supervision effectively • Meets PSI guidelines for CPD. • Deliver a quality evidence based service. • Awareness of the importance of policies and procedures within the organisation. • Ability to maintain a high level of confidentiality	• Good awareness of policy and legislation related to working with children.

Team working	• Ability to work collaboratively with others • Understands complexity of team working	• Experience of working within an inter-disciplinary team
Building and Maintaining Working Relationships	• Develops good interpersonal relationships with service users and their family. • Develops and maintain communication links with other staff/agencies as appropriate	
Proactive approach adaptability/flexibility	• Is flexible, adaptable and open to change, under supervision. • Demonstrates a proactive approach to overall performance.	• Willingness to embrace service development and change.
Special Aptitudes	• Flexibility • Proactive approach to overall performance • Willingness to embrace service development and change • Shows initiative and determination • Full Drivers Licence with access to own transport	