



Psychology Panel Campaign

Staff Grade AND Senior Grade

Job Title and Grade	The Education, Psychology and Therapy (EPT) Clinic are recruiting for both a Staff Grade AND Senior Psychology Panel
Application Process	Curriculum vitae's along with a letter of application should be emailed to office@eptclinic.ie
Closing Date	Tuesday 19 th of April 2022
Proposed Interview Date (s)	Week of the 25 th to 29 th of April 2022
Taking up Appointment	A start date will be indicated at contracting stage.
Location of Post	Kilkenny City – posts are hybrid (part of the week in person/part work from home)
Details of Service	<p>EPT Clinic operates a family-systemic, disability and mental health service which offers multi and inter-disciplinary assessments, interventions, psycho-education and therapy to children and families, working in partnership with the HSE and Tusla. EPT Clinic also offer training and courses to parents, children, teachers and professionals, and public services (e.g. HSE, Tusla, etc.) on a range of topics – online and in person.</p> <p>The team aim to support babies, toddlers, children and young people's well being, development and learning. The team offer psychology, psychotherapy, cognitive behavioural therapy, play therapy, speech and language therapy, and specialist sensory – attachment and regular occupational therapy to children of all ages.</p> <p>What makes EPT Clinic different from other services? Why pick us?</p> <ul style="list-style-type: none"> • We employ both a mental health and disability service under the one roof, providing truly systemic, interdisciplinary work opportunities. • Psychology cases are often worked jointly with other disciplines, offering both assessment and a range of therapies to services and families with one clinical lead. • EPT Clinic are experts in the areas of infant mental health, trauma, attachment and mental health, offering services and families multi and interdisciplinary team assessments. • We prioritise and fund staff training and continuous professional development. • We are in the middle of building a brand-new, purpose-built disability and mental health care centre which will incorporate autism and sensory informed interior design. • We offer a positive, collaborative, warm work environment where ideas, unique projects and research is encouraged. • All positions are hybrid – meaning part of the week in person, part of the week working from home.
Purpose of the Post	Provide a psychology service in line with team service plans and objectives and within established professional standards, guidelines and policy.

<p>Principal Duties and Responsibilities</p>	<p><u>Professional / Clinical</u></p> <p><i>The Psychologist will:</i></p> <ul style="list-style-type: none"> • Be responsible for the delivery of professional psychology services appropriate to the post in line with best practice • Carry a clinical caseload appropriate to the post • Provide psychological assessments of the client group based upon the appropriate use, interpretation and integration of data from a variety of sources including psychological tests, self report measures, direct and indirect observation and interviews with clients, family members and/or carers. • Formulate and implement plans for psychological therapeutic intervention or management based on an appropriate conceptual framework, working in home and clinical settings as appropriate. • Exercise professional responsibility for the assessment, treatment and discharge of clients whose problems are managed using psychologically based care plans. • Provide professional reports as required in accordance with professional standards • Foster an understanding of the role and contribution of psychology by providing professional consultation, education, guidance and support to others as appropriate. • Communicate effectively and work in co-operation with other team members and others to ensure integrated service provision. • Contribute to and participate in inter-agency work practice and service delivery as required • Attend meetings, committees and/or conferences as required • Work within limits of professional competence in line with principles of best practice, professional conduct and clinical governance. • Be aware of and refer the service user to other services as necessary • Work in an ethical and professional manner at all times • Undertake Key Worker role as required • Initiate and participate in needs assessment and health promotion as appropriate • Promote a culture that values equality, diversity and respect in the workplace <p><u>Research & Evaluation</u></p> <p><i>The Psychologist will:</i></p> <ul style="list-style-type: none"> • Utilise evidence-based literature and research to support effective practice • Undertake project management including audit and service evaluation with colleagues within the service to help develop service provision. • Participate in evaluation of all clinical activity within the post and provide such information as required by the Head of Department for the purpose of service monitoring and evaluation. • Undertake appropriate research and provide research advice as appropriate • Publish research outcomes in professionally recognised journals and share information on outcomes at professional conferences where appropriate. • Represent a professional view point in relation to nationally accepted good practice and to ensure a high level of ethical standards and professional conduct. • Contribute to developments and innovative practice in psychology in the EPT Clinic <p><u>Education & Training</u></p> <p><i>The Psychologist will:</i></p> <ul style="list-style-type: none"> • Attend mandatory training programmes • Be informed of advances in professional knowledge and practice • Participate in continuous professional development initiatives and ensure compliance with statutory registration requirements • In collaboration with the Senior / Principal Psychologist, attend training courses as informed by service requirements and career and personal development planning • Engage in and utilise clinical supervision effectively • Support the education of those in post graduate professional psychology training • Participate in the practice education of students in training • Contribute to the creation and delivery of training both internally and externally. These may be in person or online.
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<p>Eligibility Criteria</p> <p>Qualifications and/ or experience</p>	<ul style="list-style-type: none"> Applicants must have a recognised university degree or diploma (Quality and Qualifications Ireland (QQI) 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 <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> A recognised professional post-graduate qualification in clinical, counselling or educational psychology or an equivalent qualification which meets the requirements of competency-based evaluation and standards set out by the Psychological Society of Ireland. Supervised placements and PSI accreditation are a requirement for such qualifications. <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> Candidates must possess the requisite knowledge and ability, (including a high standard of suitability and ability), for the proper discharge of the duties of the office. <p>Candidates due to graduate in the spring/summer of 2022 are welcome to apply.</p> <hr/> <p>For the Senior Panel, a minimum of 3 years work experience <u>following</u> post graduate qualification is required.</p> <hr/> <p>Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p>Character Each candidate for and any person holding the office must be of good character.</p>
<p>Required experiences:</p>	<p>Child and Adolescent Disability and Mental Health Psychology Experience</p> <p><u>Appropriate Health Care Setting Experience:</u> The candidate will need to have gained experience in the following:</p> <ul style="list-style-type: none"> Working with child and adolescent clients as part of a wider multidisciplinary team involving a range of professionals e.g. Consultants / Medical Doctors, Nurses, Social Workers, Occupational Therapists, Speech and Language Therapists and other health care professionals. Working in a community/disability setting (e.g. Disability, Primary Care or Child and Adolescent Mental Health Service (CAMHS) and liaising with residential care or inpatient settings (e.g. TUSLA or Mental Health Commission Approved Mental Health Centre) as required. <p><u>Client groups within the Health Care Setting:</u> Within the EPT Clinic, Child and Adolescent psychology services encompass clients aged from birth to 18 years with mild to severe disability and mental health issues and co morbidities. Candidates:</p> <ul style="list-style-type: none"> Must have gained experience of engaging with clients in direct therapeutic work individually, or in group settings or indirectly through consultation with other professionals and liaising and intervening with and through family members or guardians as appropriate. Must have gained experience of working with a range of severity and complexity of psychological presentations from mild problems requiring early intervention (e.g. mild depression and anxiety). It is preferable to have gained experience with more severe and enduring mental health issues such as childhood severe emotional dysregulation, trauma or attachment ruptures. Must have gained experience in working with children and adolescents under 18 years with co-morbid mental health and intellectual disability. <p><u>Experience of Assessment and Intervention in the Health Care Setting:</u> Within the EPT Clinic, Child and Adolescent Psychology services are required to offer a broad</p>

	<p>range of assessments which inform their own practice and the practice of others. Psychologists need to have clear formulations that lead to evidence based interventions with outcome evaluation, it is essential that candidates must demonstrate that they have worked in health care settings where:</p> <ul style="list-style-type: none"> • They have gained experience in completing psychological intake clinical assessments and used a range of psychometric assessments to assist in formulating and understanding of the client's presentation. • They have gained experience of using psychometric instruments to assist with treatment planning and to review client progress overtime. These include assessments of personality, cognitive functional and neuropsychological assessments and more broad based inventories to measure mood, anxiety etc. • They have gained experience of using these psychometric tools to guide/advise MDT colleagues in their work or to refer on to specialist services as appropriate. • Must have gained experience of engaging with children with disabilities such as, intellectual disability, Autistic Spectrum Disorder, physical, emotional, and sensory related disabilities, in direct work, and indirectly through consultation with their families, other professionals, and front line staff teams. • Must have gained experience in completing a diagnostic workup from start to completion, including being a member of a team who informs parents of the disability experienced by the child. • Must have gained experience of supports required by parents on learning of their child's life long needs. • They have gained experience of using psychometric instruments to assist with treatment planning and to review the child's progress overtime. They include assessments of cognitive and adaptive functioning and more broad based inventories to measure functional needs and goals; and address any social, behavioural, and emotional needs that may be present.
<p>Skills, competencies and/or knowledge</p>	<ul style="list-style-type: none"> • Demonstrate sufficient professional / clinical knowledge to carry out the duties and responsibilities of the role • Demonstrate an ability to apply knowledge to best practice • Demonstrate competence in delivering a professional service • Demonstrate a commitment to providing a quality service • Demonstrate the ability to plan and deliver care in an effective and resourceful manner within a model of person-centred care and manage self in a busy working environment • Demonstrate the ability to evaluate information and make effective decisions • Display effective interpersonal skills including the ability to collaborate with colleagues, families, etc. • Display awareness and appreciation of the service user and the ability to empathise with and treat others with dignity and respect • Demonstrate effective team skills , flexibility and openness to change • Demonstrate ability to utilise supervision effectively • Demonstrate a willingness to develop Information and Communications Technology skills relevant to the role • Demonstrate commitment to continuing professional development • Share the team values of EPT Clinic – excellence, efficiency, respect and celebrating individual difference.
<p>This job specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	

Terms and Conditions of Employment

Remuneration	In line with HSE payscales
Working Week	The standard working week applying to the post is to be confirmed at Job Offer stage.
Annual Leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	This is a pensionable position with the EPT Clinic. The successful candidate will upon completion of the probation period, become a member of the appropriate pension scheme.