
Principal Psych



CONTACT US

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WEBSITE

www.coaction.ie

PRINCIPAL PSYCHOLOGIST - .5WTE

PERMANENT CONTRACT - BANTRY/ DUNMANWAY NEGOTIABLE

We have an exciting opportunity for a Principal Psychologist to join our team on a permanent basis. The successful candidate will:

- Possess a recognised qualification in Psychology (BSc)
- Be a member of Psychology Society of Ireland
- Have five years full time (or an aggregate of 5 years full-time) post qualification clinical experience at senior grade relevant to the role
- Possess knowledge and expertise of working with adults with an Intellectual Disability and their families in a multidisciplinary team setting (knowledge and experience of working with paediatric caseloads desirable)
- Have the requisite knowledge and ability (including a high standard of suitability, management, leadership and professional ability) for the proper discharge of the duties of the office
- Possess knowledge of current safeguarding, child and adult protection legislation, statutory and other related guidance
- Demonstrate evidence of continuing professional development in Psychology knowledge, skills and practice.
- Have competent and proficient IT skills
- Demonstrate a high level of Psychology knowledge and evidence based clinical practice to carry out the duties and responsibilities of the role
- Seek opportunities and leads initiatives for improving services, promoting a multi-disciplinary approach
- Commitment to providing a quality service, adopting a person-centred approach at all times

Closing Date: 20th June 2022 @ 12pm

Employee benefits, full job description, eligibility criteria and application form are available at www.coaction.ie or email in confidence to closul@coaction.ie for any enquiries. CoAction is an equal opportunities employer.

Principal Psychologist Job Description

Reporting to:	Director of Services or whomever the Employing Authority may assign
Hours:	.5WTE
Contract:	Permanent
Base:	base negotiable between Bantry & Dunmanway

The following description is intended to give a broad outline of the post only. It is neither exhaustive nor definitive. Duties may be altered or amended by the organisation to suit the changing needs of the people supported. As much notice as possible will be given regarding any such changes. It is our policy to review job descriptions on at regular intervals. The line management/ reporting nature of this role may change due to the evolution of services within CoAction.

Overall Purpose of Position

The base for this position is to be confirmed, however the role is responsible for leading and managing the Psychology service across CoAction West Cork CLG. The Principal Psychologist will be responsible for the management of Psychologists in adult services and will hold clinical responsibility to Psychologists within the West Cork Children' Disability Network Team by providing clinical supervision and support to the Psychologists and Network Manager in line with the requirements of Progressing Disability Services (PDS) policy. Candidates are required to be completely flexible and are obliged to carry out duties in any location of CoAction or associated locations when required to do so by Management.

The post holder will lead and manage the Psychology service across CoAction West Cork CLG, ensuring the highest possible standards of quality and person-centred service delivery. The position requires a strategic approach to the development of services and structures, embracing continuous quality improvement which is underpinned by organisational objectives. This role will hold a significant clinical caseload.

The Principal Psychologist is a member of the multi-disciplinary team, working with senior management to ensure a co-ordinated and comprehensive service delivery to, and effective communication with, all stakeholders; with the aim of providing integrated care to the people supported. S/he will contribute to service planning, development, evaluation and quality initiatives.

The Principal Psychologist will lead and be responsible for the effective delivery of quality psychology services across all service areas in CoAction West Cork CLG. Psychology service provision includes assessment, formulation, intervention, consultation, research, education and support, from a multi-theoretical base and across all relevant domains and difficulties. Such psychological leadership and services will be provided in line with service plans and objectives, and within established professional standards, guidelines and policy in CoAction West Cork CLG

Main Responsibilities

Leadership and Accountability

- Be responsible for the overall management and performance of Psychology activity within CoAction in keeping with best professional practice within agreed policy, objectives and priorities
 - Provide strategic direction and leadership for the delivery of an evidenced based, quality assured and person-centred Psychology service, including staffing and use of resources
 - Be responsible for ensuring the delivery, in line with best practice, of a range of professional psychology services
 - Identify and implement intervention approaches and strategies that are evidence based, holistic, person-centred and outcome driven.
 - Collaborate with families and multidisciplinary teams when designing intervention plans to achieve a persons goals.
 - Provide training and support to assist people supported, their families and staff with the implementation of intervention plans and programs
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- Ensure integration of the mission and values of the organisation in the work of the department
- Develop a shared sense of commitment and participation among Psychology staff in the planning and development of the service
- Encourage a culture of continuous improvement and mutual co-operation in the achievement of the highest possible standards of professional practice and maximum efficiency
- Provide appropriate governance and professional supervision structures for the Psychology team, inclusive of those working within the West Cork Children's Disability Network Team.
- Keep the Director of Services and Children's Disability Network Manager informed of any significant developments within his/her area of responsibility
- Attend appropriate meetings and keep up-to-date with developments and standards in professional practice
- Maintain good collaborative working relationships and communications with appropriate statutory, professional and voluntary organisations responsible for and/or participating in health and social care
- Provide clinical supervision to senior clinicians inclusive of those within the West Cork Children's Disability Network Team (CDNT).
- Avail of appropriate supervision to ensure own ongoing competency in order to deliver quality services and to supervise other staff.

Service Planning and Development

- Contribute to the overall development of the Psychology service so as to meet current and emerging and unmet needs as well as managing waiting lists as appropriate.
- Responsible for the co-ordination, planning and review of Psychology services to meet service level agreement requirements and to support the development of plans to achieve required changes in service provision, working closely with all relevant Discipline Managers, and staff in collaboration with Director of Services and Children's Disability Network Manager.
- Lead changes in work practices, procedures, techniques or technologies having regard to developments in the field of Psychology and in accordance with agreed core standards and best practice
- Lead projects which improve the quality of services provided to people supported, evidenced by improved performance against national and international benchmarks
- Participate and co-operate with any internal or external evaluation of the service
- Contribute to the strategic planning and development within the wider organisation
- Help and advise managers / leaders in the planning and provision of Psychology Services in their area.
- Be responsible for audit and quality initiatives.
- Be responsible for monitoring and evaluating outcomes of service provision.

Clinical Caseload

- Provide a quality, evidence-based Psychology service
- Prioritise together with the Director of Services in order to optimise the quality, efficacy and equity of the Psychology service provided.
- Manage a complex clinical caseload, exercising advanced clinical reasoning, in making autonomous decisions and judgements on a daily basis. This involves acting within clinical knowledge base, to prioritise (in consultation with Director of Services), to implement assessment, diagnostic formulation; care planning, intervention and discharge.

Operations Management

- Develop, implement and evaluate operational policies, protocols and guidelines in accordance with standards of best practice and in compliance with statutory and risk management requirements.
- Ensure, in so far as is practicable, that staff have the right facilities, equipment and resources for the safe and proper discharge of their duties.
- Ensure work schedules and work programmes are created to provide for the most effective and efficient deployment of staff and other resources in response to organisational priorities and goals.
- Liaise closely with people supported and their key workers to ensure effective and efficient utilisation of available resources.

Staff Management

- Ensure the optimum and effective use of staff through efficient planning, rostering, skill mix, workload measurement, staff deployment, and the prioritisation of service delivery within available resources
 - Collaborate with the Director of Services and Children's Disability Network Manager to ensure a comprehensive range of Continuous Professional Development activities are available to provide staff with the necessary skills / and supports to fulfil their roles.
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- Ensure that all Psychology staff in adult services are compliant with the relevant mandatory training appropriate to their position and role and in line with organisational policies.
- Implement the CoAction staff development and performance management policy.
- Participate in the formulation of and comply with relevant policies & procedures and be familiar with regulations / legislation regarding disciplinary and grievance procedures implementing the appropriate course of action in accordance with the relevant organisational policies.
- Promote and maintain a safe environment for staff in line with local policies and the Safety, Health and Welfare at Work Act 2005.

Performance and Financial Management

- Work with colleagues to develop mechanisms to ensure that the Psychology service is measured accurately and fully costed where appropriate
- Participate in the overall financial planning of the Psychology service including the negotiation of resources and the assessment of priorities in pay and non-pay expenditure in collaboration with the Director of Services and Children's Disability Network Manager to contribute to planning the Psychology budgets.
- Ensure that all data regarding the day-to-day activity of the Psychology service is of the highest quality and maintained in compliance with organisational policy and GDPR requirements.

Education and Training

- Monitor and research new developments & practices in Psychology promoting a culture of on-going best practice throughout the Psychology service in CoAction, inclusive of the West Cork Children's Disability Network Team
- Be informed of advances in professional knowledge and practice and ensure their dissemination.
- Develop and maintain a professional working relationship with third level institutes as appropriate, in relation to the ongoing training of undergraduate Psychology students, collaborative research and other activities
- Facilitate the arrangements necessary and participate where appropriate, in education and training of other internal & external staff, both at undergraduate and post-graduate level, as the need arises.

General

- To have an excellent knowledge of CoAction policies and adhere to same at all times
- Perform such other duties appropriate to the post as may be assigned from time to time by the Director of Services, Children's Disability Network Manager, Quality, Risk & Development Manager and CEO.
- Present and act in a professional manner at all times and ensure colleagues do likewise.
- Be aware of current developments and issues in Psychology and health care by reading current literature and keeping abreast of new developments, attending 'in-house' seminars, lectures and courses when possible and as appropriate in consultation with your Line Manager.
- Undertake any other duties commensurate with this position. Duties may be altered or amended by the organisation to suit the changing needs of the people supported by CoAction.

Health & Safety:

- To work in a safe manner with due care and attention to safety of self and other persons in the workplace, with reference to the Health Safety & Welfare at Work Act, 2005.
 - To report immediately to the Director of Services any accidents or incidents involving people supported, staff or members of the public.
 - Ensure a safe environment for yourself, colleagues and visitors.
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Principal Psychologist Person Specification

Essential Qualifications	<ul style="list-style-type: none"> - Recognised qualification in Psychology (BSc) - Be a member of Psychology Society of Ireland
Desirable Qualifications	<ul style="list-style-type: none"> - Third level qualification in Healthcare Management - Cognitive Simulation Therapy qualification - Positive Behavioural Support Training - Train the Trainer – QQI Level 6
Essential Knowledge & Experience	<ul style="list-style-type: none"> - Have five years full time (or an aggregate of 5 years fulltime) post qualification clinical experience at senior grade relevant to the role - Knowledge and expertise of working with adults with an Intellectual Disability and their families in a multidisciplinary team setting. - Have the requisite knowledge and ability (including a high standard of suitability, management, leadership and professional ability) for the proper discharge of the duties of the office - Knowledge of current safeguarding, child and adult protection legislation, statutory and other related guidance - Evidence of continuing professional development in Psychology knowledge, skills and practice. - Competent and proficient IT skills
Desirable Knowledge & Experience	<ul style="list-style-type: none"> - Previous experience in managing a Psychology Service - Experience in person centred care for cognitive disorders coupled with dementia. - Experience of capacity assessment and support. - Evidence of personal research and/or involvement in multidisciplinary research. - Evidence of experience & involvement in regional or national healthcare initiatives/ committees.
Core Competencies	<ul style="list-style-type: none"> - Demonstrates a high level of Psychology knowledge and evidence based clinical practice to carry out the duties and responsibilities of the role - Seeks opportunities and leads initiatives for improving services, promoting a multi-disciplinary approach - Commitment to providing a quality service, adopting a person-centred approach at all times - Engages and promotes continuous learning and development - Demonstrates a willingness to further develop skills relevant to the role - Utilizes information provided from professional bodies to improve knowledge and resources available to staff - Excellent planning and organisational skills, with the ability to prioritise workloads efficiently - Identifies strategic priorities in line with organisational objectives - Demonstrates a flexible and adaptable approach in a changing environment - Establishes a culture of open communication to maintain an atmosphere of trust and integrity - Thinks creatively and conceptually considering the external environment and potential impact decisions might have - Develops and implements efficient and effective systems and processes to ensure smooth and consistent execution of service delivery - An effective people manager who promotes diversity, facilitates team discussions and encourages collaboration and consultation across disciplines - Recognises own natural leadership style and capable of adapting leadership style to suit all - Facilitates change and influences others through evidence-based arguments that are aligned to strategic priorities - Anticipates potential issues and opportunities and reacts to same

	<ul style="list-style-type: none">- Adheres to standards and professional codes of practice
Additional Information	<ul style="list-style-type: none">- Full Drivers Licence and access to a vehicle is essential- A flexible approach to working hours is required in order to ensure deadlines are met and to manage and oversee evening and weekend supports that are being provided, as required
