

## Person Specification Specialist Senior Educational Psychologist

### Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1. Degree in psychology or equivalent that provides graduate basis for registration with the HCPC
2. Successful completion of a post graduate training course in Educational Psychology
3. Experience of successfully undertaking a broad range of Educational Psychologist duties
4. Knowledge of the relevant legislation and statutory guidance in relation to SEN, disability and safeguarding.
5. Knowledge of children's development and current issues relating to the wellbeing of children and young people with a particular focus on those who have additional needs.
6. Ability to work effectively and in partnership with children, young people, and their parent / carers.
7. Ability to work both independently and as part of a team
8. Experience of leading the development of practice, including the ability to provide leadership and to support the work of colleagues and professionals from other disciplines.
9. Experience of delivering high quality training and development work,
10. Ability to draw upon knowledge and understanding, in order to engage in project work and research related to the field of specialism.
11. Ability to contribute to and initiate policy and practice developments
12. Good planning, organisation, and analytical skills
13. Good written and oral communication skills, including the use of ICT
14. Evidence of innovative and creative thinking in order to problem-solve effectively
15. Ability to meet the travel requirements of the post

#### Desirable

1. Relevant experience within the specialist field
2. Knowledge of children's development and current issues relating to the wellbeing of children and young people, in relation to the specialist field,
3. Knowledge of the relevant legislation and statutory guidance in relation to

4. the designated area of specialism
5. Experience of supervising the work of colleagues.
6. Ability to undertake management responsibility within designated projects, as directed by the Manager of the Educational psychology Service.
7. Driving licence and access to a car.

## **Part B**

The following criteria will be further explored at the interview stage:

1. Committed to inclusion, preventative practice and early intervention.
2. Maintains high professional ethical standards, shows integrity, is reliable and trustworthy and understands the needs and limitations of confidentiality.
3. Makes firm and well considered decisions about ideas and courses of action, having considered all the facts and alternatives available and consulted others as necessary, within realistic time scales.
4. Demonstrates an ability to use innovative and creative thinking.
5. Co-operates and works well with others in the pursuit of team goals, sharing information and supporting others.
6. Establishes and maintains constructive and open relationships with a wide range of people, achieving positive shared outcomes and sharing feedback.
7. Displays a high level of personal "drive" and energy, shows a capacity for sustained effort and performance, and can adjust to new demands and circumstances.
8. Displays assertiveness and independence of thought and action without overstepping interpersonal / professional / line managerial boundaries.
9. Displays a sound understanding of equality issues in providing services, both respecting and valuing individual diversity and contributions and thereby seeks to avoid explicit and unwitting discrimination.