



ST. JOHN OF GOD COMMUNITY SERVICES Clg.,
LIFFEY SERVICES

Post Of Senior Psychologist

JOB DESCRIPTION

Responsible to: Director of Services

Reporting to: Principal Psychologist

Job Summary:

The post holder will be responsible for supporting the development and delivery of effective, efficient and person – centred psychological and compassion focused support for people with an intellectual disability in conjunction with the Liffey Services Psychology Department. This will include psychological supports for individuals with behaviours of concern, mental health issues, development of resilience skills and those with dementia. The role involves provision of training and supports to staff and carers of adults with an ID, supervision of trainee psychologists and the opportunity to engage in research.

Duties and Responsibilities:

- The person appointed to the post will be required to take an active part in ensuring that the day to day operations of the service reflect the ethos and vision of SJOG and that all co-workers are meeting the needs of the service users therein.
- The person appointed should have the ability to contribute positively towards the development of an effective team
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- The person appointed will work as a member of the Psychology Team St. John of God Liffey Services delivering, developing and managing the psychology service in line with Service plans and objectives and within established professional guidelines and policy

Subject to the agreed policies and procedures of St John of Gods Community Services Ireland and under the direction of the Principal Psychologist the person shall:-

Advocacy & Rights:

- Respect each individual supported by the services as an equal citizen.

- Uphold and respect the human, legal and constitutional rights of individuals supported by the services, recognising their individuality and equality and empowering them to grow, thereby achieving the highest possible level of personal autonomy.
- Facilitate encourage and develop the choice and decision making skills of individuals supported by the services.
- Foster, encourage and develop the self-advocacy skills of and opportunities for involvement in advocacy for individuals supported by the service.
- Represent and advocate for the psychological needs of individuals supported.

Departmental Duties

- Participate in the organisation and development of psychological services of SJOG
- Be responsible for the delivery of professional psychology services appropriate to the post in in line with best practice
- Carry a clinical caseload appropriate to the post
- To work as an active member of interdisciplinary teams and to seek collaboration and joint working with colleagues across disciplines for the benefit of individuals support and their families.
- To provide ongoing documentation of case work and professional reports in a timely manner so as to ensure that the expertise of the senior psychologist is shared with individuals, staff, parent/guardians (as appropriate), interdisciplinary team colleagues and relevant others.
- To support and receive support from any psychologist colleague(s) assigned to the same areas through regular contact and the use of peers support models.
- Provide psychological assessments for individuals based on the appropriate use, interpretation and integration of information from a variety of sources including psychological tests, self-report measures, direct and indirect observation and interviews with individuals family members and/or staff.
- Design plan, implement, monitor and evaluate therapeutic programmes aimed at remedying specific difficulties and enhancing the overall development of individuals supported by the services.
- Attend as and when required by the director of services at any of the organisations premises or premises of any organisation (private, voluntary or HSE) in the SJOG organisation at which the organisation agrees to provide services for people with intellectual disability for the purpose of providing appropriate psychological services.
- Participate as required in research programmes relevant to the development of intellectual disability services.
- Be involved in in-service development, education and training of staff and families as required.
- Be aware of and have a working knowledge of the Organisations operating guidelines relevant legislation and profession responsibilities.
- Work within the limits of professional competencies and boundaries in line with principles of best practice professional conduct and clinical governance.

- Employees are expected to adopt the service delivery model evolved by the Psychology Department

Management and Leadership

- To Keep the Principal Psychologist informed of relevant matters and to initiate proposals seeking new resources that may be needed.
- To demonstrate leadership and effective interpersonal skills and be mindful of positive and negative team dynamics and their impact on team functioning as well as service delivery.
- Provide clinical supervision to other Psychology staff members and trainee psychologists.
- Deputise for the Principal Psychologist as appropriate/required.
- Be familiar with and ensure that policies and procedures and codes of practice of the Service is adhered to.
- Ensure the maintenance of appropriate records, statistics and referrals waitlists etc in accordance with Service requirements.
- Actively participate in the development and continuing improvement initiatives or Psychology services in conjunction with the Principal Psychologist and relevant others.
- Ensuring that Continuing Professional Development as outlined by the Psychological Society of Ireland and/or registering body is completed and in compliance with statutory registration requirements.

Communication

- Attend and participate fully in regular staff meetings where all aspects of the Department are discussed with a view to maintaining high standards.
- Promote open communication among staff and good levels of staff morale.
- Co-operate and develop and maintain effective working relationships with:
 - Individuals supported by the service and their families
 - Staff involved in the provision of both residential and day services
 - Operate effectively as a member of the multidisciplinary team in promoting the best interests of the individuals in the service.
 - Report all matters of concern immediately to the Principal Psychologist.
- Promote open communication among staff and good levels of staff morale.
- Provide supervision to the work of non-psychologists in delivering psychosocial interventions as appropriate.

Training and Development

- Receive regular clinical supervision.

- Stay informed of current developments in services for individuals with intellectual disabilities e.g. Person Centred Planning, Human Rights etc.
- Attend and contribute appropriately at lectures, courses and meetings as required and share information and knowledge gained with colleagues.
- Attend mandatory training courses and achieve required standards.

Health and Safety Matters

- Be conscious of health and safety matters in the work place and in particular to comply with employees obligations as set out in the Safety, Health and Welfare at Work Act 2005 and to ensure that the procedures set out in the Safety Statement are implemented at all times.
- Be familiar with existing fire regulations and emergency procedures and participate in the implementation of same.
- Report accidents/irregularities or other matters of safety concern to the Principal Psychologist or in his/her absence to such person as the Employing Authority may designate.

Flexibility

- Employees are expected to have a high level of flexibility and a willingness and ability to develop new approaches to their work. Duties and responsibilities of any post in the Services are likely to change with the ongoing needs and developments of the Services. Employees will therefore be required to carry out such other duties appropriate to their employment as may be assigned to him/her from time to time.

Confidentiality

- In the course of the employment the post holder may have access to, or hear information concerning the medical or personal affairs of individual supported by the services and/or staff, or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, on no account must information concerning individuals supported by the services, staff or other health service business be divulged or discussed except in the performance of normal duty. In addition records must be secured appropriate to prohibit unauthorised persons accessing them and must be kept in secured appropriately when no longer required.