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**Staff Grade Psychologist (Counselling / Clinical )**

**Job Specification & Terms and Conditions**

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| **Job Title and Grade** | **2 X Staff Grade Psychologist Posts (Clinical or Counselling Psychologists) (Full time and subject to recurrent funding).** **One post will be based in Tralee, Co. Kerry.** **The second post will be based in Cork.** **(Applicants due to complete their professional psychology training in 2025 are welcome to apply)** |
| **Remuneration** | Staff will be paid in line with experience on the following 13 point pay scale:60,159 63,986 66,707 69,548 72,373 75,172 78,697 82,839 87,740 92,704 96,747 99,867 102,990 LSIs |
| **Closing Date** |  |
| **Proposed Interview Date (s)** |  Early to mid-May  |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post and Base** | CORK POST (Admin base): Cork Region Housing First Service, Riverpark House, Marina Commercial Park, Centre Park Rd, Cork.KERRY POST: (Admin base): Housing First, Dochas House, Edward St., Tralee, Co. Kerry. |
| **Informal Enquiries** | Name & contact details for person who will deal with informal enquiries:Dr. Jennifer Hayes, Principal Psychology Manager, HSE Social InclusionEmail: Jennifer.Hayes@hse.ie  |
| **Details of Service** | Cork / Kerry Housing First is a unique and progressive service supporting those affected by long-term homelessness. The Housing First approach offers the opportunity for individuals who are experiencing chronic and complex issues to access independent accommodation whilst offering/providing intensive support. Housing First provides a comprehensive and holistic approach to addressing homelessness for people who also experience mental health, physical health, substance misuse, social, behavioural, and other challenges. Developed by Sam Tsemberis in 1992 in New York, Housing First is an evidence-based approach which has demonstrated clinical effectiveness in reducing homelessness and producing positive outcomes for hard to reach individuals with complex needs. The overarching aim of Housing First is to assist people struggling with homelessness and complex needs to enable them to leave homelessness and maintain tenancy.The Housing First approach consists of three major components:* Provision of permanent, affordable housing;
* Provision of mobile case management and treatment services (mental health, health, and addiction services); and
* A programme philosophy based on client choice and recovery.

The Housing First South West was first introduced in 2018 to Cork City and expanded thereafter to Cork County and Kerry. It operates through a collaboration between HSE Social Inclusion, Focus Ireland, Simon Community and the County and City Councils. There are three Housing First teams in the region; Cork City, Cork County and Kerry. The multidisciplinary staff working across the Housing First teams consist of case managers, clinical nurse managers, mental health nurses, occupational therapists, psychologists and social workers. There are also volunteers, students and a panel of relief staff who provide support to the teams across the region. The addition of these 2 staff grade psychology posts will see a very significant increase to the psychological services being provided and comes as a result of the clinical impact and value of psychology on the housing first teams. The current psychology remit cover Cork city, while the addition of these two staff grade posts will ensure effective psychological services into Cork County and Kerry. The successful candidates will join an established psychological service which has been to the fore of the development of psychology services for people who are homeless Nationally. The purpose of psychology within the housing first initiative is to work intensively with clients and the services / staff supporting them to increase tenancy and reduce the risk of homelessness. The work carried out to date has been highlighted at both National and International level and the addition of these two posts aims to further improve access to psychology for clients within the Housing First initiative. Operational management of these posts lies with the Sexual Health Centre, who are the employer and partners will all other key agencies. Clinical supports and clinical governance fall under the remit of HSE Social Inclusion, Psychology. The post holders will receive direct clinical support from the Senior Psychologist in Housing First. HSE Social Inclusion in Cork and Kerry is a forward thinking, vibrant and developing area of our health service. HSE Social Inclusion provide a range of community-based services in partnership with voluntary organisations and others to support people who are marginalised and therefore at increased risk of psychological / physical health problems but impacted by health inequity to access and benefit from health services. The Department of Psychology in Social inclusion provides a range of services, together with our partners, to adults and children impacted by homelessness, refugees / International protections applicants, people requiring the support of drug and alcohol services, members of the travelling community and others.  |
| **Reporting Relationship** | The clinical reporting relationship is to the Senior Clinical Psychologist in HSE Housing First, Dr. Jo Rolfe and / or to Dr. Jennifer Hayes, Principal Psychology Manager. |
| **Key Working Relationships** | Excellent working relationships are **fundamental** to this role and include all stakeholders such as clients, staff / organisations across Housing First, and all other agencies involved with service users, to be able to fulfil the job specifications. |
| **Purpose of the Post**  | Provide a psychology service in line with housing first team objectives with the core aim of improving tenancy and reducing the risk of homelessness. The psychologist does not replicate the role of psychological services attached to mainstream health services such as community mental health, primary care, social care or hospital psychology.  |
| **Principal Duties and Responsibilities** | **Clinical / Professional*** In conjunction with the Senior Psychologist in the service, be responsible for the delivery of professional psychology services appropriate to the post in line with best practice.
* Assist the Senior Psychologist in the further development of psychological services.
* Working in close collaboration with Housing First staff, the provision of a full range of psychological supports to clients supported by Housing First and within the remit of the psychology role in Housing First.
* Attendance and contribution to staff meetings in Housing First, as appropriate, to provide psychological input to discussions pertaining to admissions, discharges, meeting the needs of service users in Housing First.
* Provision of psychoeducation, support and consultation pertaining to clients’ needs, supports and referral pathways and the needs of staff in the context of their roles.
* Psychological assessment and screening for adults, where appropriate.
* Identification and referral of clients who require the support of other HSE services including Community Mental health services, primary care services, or others.
* Provision of a range of short-term psychological intervention services to meet clients’ needs.
* Provision of a range of group Interventions including but not restricted to emotion regulation, seeking safety, mindfulness, distress tolerance, or interpersonal skills group.
* Provision of training for staff in relation to understanding trauma and providing trauma informed care; identifying and supporting individuals experiencing mental health difficulties; awareness of vicarious trauma and implementing self-care.
* Joint working with other professionals from other HSE services e.g. Mental health services to meet the needs of clients.
* Facilitating reflective and/or psychology consultancy groups for staff to improve reflective practice and thus outcomes for staff to meet the needs of clients. Target areas include challenging circumstances/dynamics, preventing re-enactment of traumatic interpersonal relating, enable emotional processing and to bolster emotional support and resilience in the team.
* Advocacy for clients and contributing to case discussions with a trauma informed lens.
* Work within limits of professional competence in line with principles of best practice, professional conduct, and clinical governance.
* Work in accordance with the principles and values of recovery as described in the National Framework for Recovery for Irish Mental Health Services 2018-2020.
* 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.
* 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.
* Initiate and participate in needs assessment and health promotion as appropriate.
* 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.
* Attend meetings, committees and / or conferences as required.
* Work in an ethical and professional manner at all times.
* Promote a culture that values equality, diversity, and respect in the workplace.

**Research & Evaluation*** Utilise evidence-based literature and research to support effective practice.
* 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.
* Undertake project management including audit and service evaluation with colleagues within the service to help develop service provision.
* Participate in evaluation of all clinical / professional activity within the post and provide such information as required by the Head of Department for the purpose of service monitoring and evaluation.
* Represent a professional viewpoint in relation to nationally accepted good practice, promoting high levels of ethical standards and professional conduct.
* Contribute to developments and innovative practice in psychology in the HSE.

**Education & Training*** Participate in continuous professional development initiatives and ensure compliance with statutory registration requirements.
* Be informed of advances in professional knowledge and practice.
* Attend mandatory training programmes.
* 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 postgraduate professional psychology training.
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

 **Quality and Risk, Health and Safety Management** * Adequately identify, assess, manage, and monitor risks within their area of responsibility.
* Comply with and contribute to the development of policies, procedures and safe professional practice and adhere to relevant legislation, regulations, and standards.
* Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
* Support, promote and actively participate in sustainable energy, water, and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Administrative*** Maintain appropriate service user records, databases, and statistics in accordance with HSE requirements and local guidelines, Freedom of Information Act, Data Protection Acts and other relevant legislation.
* Maintain professional standards with regard to service user and data confidentiality.
* Actively participate in development and continuing improvement initiatives of psychological services in liaison with the Senior / Principal Psychologist / relevant others.
* Contribute to policy development, performance monitoring, business proposals, service planning and budgetary control in conjunction with Senior / Principal Psychologist / relevant others.
* Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways and integrated care arrangements.
* Assist in ensuring that the psychology service makes the most efficient and effective use of developments in Information and Communications Technology.
* Keep up to date with organisational developments within the Irish Health Service.

**The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.**  |
| **Eligibility Criteria****Qualifications and/ or experience** | **Candidates must have at the latest date of application:****Candidates must meet HSE eligibility criteria *and* have sufficient knowledge and experience for employment as a staff grade psychologist working with adults with complex needs in the HSE** **Please see Eligibility Criteria for the post on HSE website at:** https://www.hse.ie/eng/staff/jobs/eligibility-criteria/psychologist-entry-grades-.pdf **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. **Character**Each candidate for and any person holding the office must be of good character. |
| **Post specific Requirements** | Candidates must demonstrate:* An awareness and passion for providing a service to marginalised communities who have experienced multiple adverse childhood experiences.
* Capacity to be flexible in the delivery of services to ensure that people marginalised from service can access and benefit from services.
* Must have access to appropriate transport to fulfil the requirements of the role.
* Need to be self-driven and motivated as this is a new and developing service, so it is essential that the role is responsive to emerging needs and that the candidate can help shape and contribute to the expansion of this service.
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| **Remuneration**  | Staff will be paid in line with experience on the following pay scale:60,159 63,986 66,707 69,548 72,373 75,172 78,697 82,839 87,740 92,704 96,747 99,867 102,990 LSIsStaff will have access to join the Sexual Health Centre pension Plan |
| **Working Week** | 35 hours per week.  |
| **Annual Leave** | 29 days p.a. |