



## Person Specification

<b>JOB TITLE:</b>	Senior Educational Psychologist	<b>POST NO:</b>	015281
<b>GRADE:</b>	Soulbury Scale B – 4 -7, plus up to 3 SPA points	<b>DEPARTMENT:</b>	Children's Services – Education
<b>HOURS:</b>	37		
<b>DIVISION:</b>	Educational Psychology	<b>DIRECTOR:</b>	Chris Baird (Interim)
<b>DATE:</b>	May 2024	<b>COMPLETED BY:</b>	Alison Tolson

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Knowledge of leadership and management skills (A&amp;I)</li> <li>• Up to date understanding of child development and knowledge of child related legislation including child protection procedures. (A)</li> <li>• A working knowledge of relevant legislation particularly as it relates to the Code of Practice 2014 and the Children and Families Act 2014. (A&amp;I)</li> <li>• Expertise in using a wide range of assessment techniques and interventions. (A&amp;I)</li> <li>• A sound knowledge of issues related to safeguarding. (A&amp;I)</li> <li>• Knowledge of the context in which psychological services work. (A,I&amp;P)</li> <li>• Understanding of, and positive commitment to, inclusive practice in schools. (A&amp;I)</li> <li>• Understanding of, and positive belief in, the promotion of equal opportunities for all. (A&amp;I)</li> </ul>	<ul style="list-style-type: none"> <li>• A sound knowledge and understanding of emotional and psychological well-being and trauma informed practice. (A&amp;I)</li> </ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>• Excellent written and verbal communication skills. (A,I&amp;P)</li> <li>• The ability to maintain professional boundaries and confidentiality. (A)</li> <li>• The ability to work with other disciplines and agencies. (A)</li> <li>• The ability to work productively with others in a small team. (A &amp; I)</li> <li>• Ability to work with a limited degree of direct supervision to challenging deadlines and to meet those deadlines. (A)</li> </ul>	<ul style="list-style-type: none"> <li>• The ability to deliver presentations well. (I &amp; P)</li> <li>• The ability to run group interventions. (A)</li> </ul>

	<ul style="list-style-type: none"> <li>• To apply problem-solving frameworks to complex situations. (A &amp; I)</li> <li>• Well-developed self-motivation skills. (A &amp; I)</li> <li>• Business acumen and ability to optimise resources. (A &amp; I)</li> <li>• Ability to embrace change and influence others to achieve positive outcomes. (A &amp; I)</li> <li>• Ability to work under reasonable pressure and prioritise appropriately. (A&amp;I)</li> <li>• Ability to plan effectively, think strategically and deliver outcomes (A&amp;I)</li> <li>• Ability to communicate effectively at all levels and through all media with a wide range of professionals, using high level negotiation and interpersonal skills. (A,I&amp;P)</li> <li>• Ability to lead and motivate a wide range of professionals within the context of corporate and individual developmental needs. (A)</li> <li>• Ability to chair and manage a wide variety of meetings and interactions. (A)</li> </ul>	
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Evidence of effective practice as an Educational Psychologist, working in schools and settings. (A &amp; I)</li> <li>• Experience of working in a multi-disciplinary/multi-agency working/integrated working coupled with a positive approach to networking and co-operative working with other departments, services and agencies. (A &amp; I)</li> <li>• Experience of developing and delivering training materials. (A,I&amp;P)</li> <li>• Experience of delivering practice supervision. (A)</li> <li>• A minimum of three years' experience as a qualified EP, registered with HCPC. (A)</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of working in diverse cultural environments. (A &amp; I)</li> </ul>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified status approved and/or accredited by the British Psychological Society (BPS) and the Health Care Professionals Council (HCPC) in Educational and Child Psychology or equivalent, including Graduate Basis for Registration and</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant further qualifications e.g. Diploma in CBT, Professional Supervision. (A)</li> </ul>

	recognised postgraduate qualification in Educational and Child Psychology or equivalent. All appointees will be required to be registered with the Health Care Professionals Council (HCPC). (A)	
<b>PERSONAL CIRCUMSTANCES</b>	<ul style="list-style-type: none"> <li>• A clean driving licence. (A)</li> <li>• The use of a road worthy car.</li> <li>• Note that electric pool cars can be booked for use.</li> <li>• Peterborough City Council also offer a leased car scheme.</li> </ul>	
<b>EQUALITY</b>	<ul style="list-style-type: none"> <li>• Candidates must demonstrate understanding of, acceptance and commitment to the principles underlying equal opportunities. (A &amp; I)</li> </ul>	
<b>CUSTOMER CARE</b>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of effective customer care. (A &amp; I)</li> </ul>	

At the end of each criteria the following codes are used to indicate how the criteria will be assessed:

A = Application

I = Interview

P = Presentation