**Person specification**

**Job title: Senior Practitioner Educational Psychologist**

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| **1. Qualifications** | Essential | Desirable | Method of assessment |
| Degree in psychology or equivalent, providing Graduate basis for registration with the British Psychological Society | ✔ |  | Application form |
| Recognised postgraduate training qualification in Educational and Child Psychology | ✔ |  |
| Postgraduate professional doctorate, PhD or equivalent |  | ✔ |
| Registered with the Health and Care Professions Council | ✔ |  |
| **2. Experience** |  |
| Experience in working at a strategic or systemic level in developing an area of specialist knowledge within applied educational psychology |  | ✔ | Application form & interview |
| Evidence of placing children and their parent/carers at the centre of psychological assessment and intervention | ✔ |  |
| Experience in the development and implementation of multi-disciplinary and multi-agency working | ✔ |  |
| Experience of providing professional supervision in a peer to peer or management context |  | ✔ |
| Significant experience of working as a psychologist with children and young people with significant additional and/or complex needs | ✔ |  |
| Evidence of an ability to engage in an interactive and dynamic process of assessment of children in context and to maintain focus on best outcomes for children and young people. | ✔ |  |
| Evidence of experience in developing, implementing and evaluating interventions drawing upon the knowledge base in applied educational psychology to formulate solutions to problems presented.  |  ✔ |  |
| **3. Skills, knowledge and abilities** |  |
| The ability to lead and motivate colleagues | ✔ |  | Application form & interview |
| Excellent motivation, communication, team working, networking and negotiation skills with an ability to win confidence and credibility across a broad range of stakeholders | ✔ |  |
| Proven ability to forge partnerships and build positive working relationships, and influence other partners and organisations | ✔ |  |
| Excellent written communication skills, including the ability to produce high quality reports, presentations, training materials and/or correspondence that are tailored to the target audience | ✔ |  |
| Ability to deliver quality services to set targets within deadlines, under pressure and maintaining professional standards | ✔ |  |
| Ability to use ICT effectively in delivering services. Experience of software packages such as MS Office, email, databases and spreadsheets and experience of cloud computing applications (e.g. Dropbox/Google Drive or similar) | ✔ |  |
| Evidence of a commitment to continuing professional development to maintain professional registration and to contribute to the development of the Company | ✔ |  |
| **4. Personal Qualities** |  |
| A passionate champion of improving outcomes for children and young people within a commissioning framework, able to articulate a shared vision across a range of stakeholders and to negotiate effectively to achieve outcomes | ✔ |  | Interview |
| Tact and diplomacy in establishing credible relationships with Head Teachers, other school based staff, pupils and families | ✔ |  |
| Flexibility to adapt to the demands of independent work, working under professional supervision and as part of a team, as required | ✔ |  |
| A strong external awareness and vision, able to think beyond own area of professional expertise | ✔ |  |
| Resilience to maintain personal and professional competence under pressure in a changing context | ✔ |  |
| Ongoing commitment to inclusive educational practices and equality of opportunity | ✔ |  |
| Quality orientated with a commitment to continuous improvement | ✔ |  |
| Willingness to consent to and apply for an enhanced DBS disclosure check | ✔ |  | Application form |
| Willing to abide by the Company’s Equal Opportunities Policy in the duties of the post and as an employee of the Company and to promote non-discriminatory practices in all aspects of work undertaken | ✔ |  |
| Willing to take personal responsibility under and abide by the Company’s Health and Safety Policy. | ✔ |  |

**Additional Information**

There is a requirement to travel to a range of schools and settings across Manchester City. Travel beyond Manchester, across the Greater Manchester region is likely to be required. An independent means of transport will be necessary (car or bicycle). A mileage/cycle allowance will be paid.

We will ensure, so far as is reasonably practicable, that no disabled applicant is placed at a disadvantage. Provided that the selection criteria unconnected with the disability are met, we will make all reasonable adjustments in order that someone with a disability can undertake the duties involved.

**Date: September 2016**