



Candidate Campaign Information Pack
Principal Clinical Psychologist – Children’s Residential Services, Dublin
North East

Dear Candidate,

Thank you for your interest in the post of – **Principal Clinical Psychologist – Children’s Residential Services, Dublin North East**

This Candidate Pack includes the following information:

- Full and detailed Job Specification and important dates to note.
- Recruitment Process detail and important dates to note.
- Candidate General Declaration

Please ensure that you read this Campaign Information Pack in detail and that you fully understand the process. [Candidate Information Pack - Recruitment Process](#)

For any informal enquiries regarding the position and job specification please contact:

Lisa O Loughlen: Lisa.ologhlen1@tusla.ie / 087 2755279

Should you have any specific queries in relation to the recruitment process please contact the Tusla Recruitment team via: recruitres@tusla.ie or **Tusla Recruit Campaign Manager: Stephanie Doyle** stephanie.doyle3@tusla.ie

Kind Regards,
Tusla Recruitment Team

Job Specification

Job Title, Grade and Grade Code	Principal Clinical Psychologist- Children's Residential Services and NIAPP DNE Grade Code: 3727
Campaign Reference Approval Code	TRCRS20261670
Applications considered Via	Tusla Recruit Portal only
Opening date for Applications	Thursday 9 th July 2026
Closing Date for Applications	12 noon, Tuesday 4 th August 2026
Proposed Interview date(s)	August 2026 - <i>may be subject to change based on volume of candidates and availability of Service resources.</i>
Contact for Informal Enquiries	Lisa O Loughlen: Lisa.ologhlen1@tusla.ie / 087 2755279 <i>Making an informal enquiry gives you the opportunity to ask questions about the campaign and job specification. This informal enquiry contact is available only for the duration of the application process.</i>
Location of Post	The current vacancy is in Children's Residential Services, Dublin North East Headquarters in Santry, Dublin 9. However, the initial assignment will be confirmed upon appointment. A panel may be created for the purpose of filling current vacancies. Once vacancies are appointed the panel will cease. For Tusla Regions & Networks please check the following link: https://www.tusla.ie/get-in-touch/local-area-offices/
Details of Service	The Child and Family Agency was established on 1 st January 2014 and is responsible for a range of statutory functions including provision of child protection, alternative care, specified regulatory services and a range of family support services. The Agency has commenced a major improvement programme with significant focus on Practice, Culture and Structure. The Agency currently has responsibility for a budget of circa €1.2billion and delivers its services through over 5,500 people in 259 locations across the Country.

	The Child and Family Agency has responsibility for the following range of services: • Child Protection and Welfare • Parenting, Family Support and Early Help Services • Alternative Care • Birth Information & Tracing and Adoption • Tusla Education Support Services (TESS) • Children's Service Regulation • Counselling and Therapeutic Supports Further information is available on www.tusla.ie NIAPP is a national specialised clinical service which provides multidisciplinary advice, consultation, assessment and treatment interventions to children and young people who have exhibited harmful sexual behaviour and their families/carers. These therapeutic inputs are provided in a flexible, timely and responsive manner with a focus on prevention of further exhibition of sexually harmful behaviour, safety planning/managing risk and improving outcomes for children young people and their families. NIAPP also supports other professionals in their ongoing work with children and young people who have exhibited harmful sexual behaviour and their families. This includes: • Delivering ongoing training to MDT • Supporting residential centres
Purpose of Role	Deliver, develop and manage the delivery of a psychology service as part of a multidisciplinary team in line with Tusla policies and within established professional standards, guidelines and policy. The is a Children's Residential Services Dublin North East post, split across two roles and will be held by one person. 1. (0.4 WTE) The Principal Psychologist will hold a key role in the multi-disciplinary development of a community based residential service for young people with a history of harmful sexual behaviour. The Principal Psychologist will work with a specialist Tusla CRS service, NIAPP, that works specifically with children / young people who have exhibited harmful sexual behaviour, and their parents/carers in accordance with NIAPP's guidelines and evidence based interventions. The Principal Psychologist and NIAPP's role is to conduct Assessments, develop Integrated Residential Treatment Plans for each young person, developing Safety Plans, provide Treatment, provide training, and provide consultative support for the Specialist Residential Management Team and Key Workers. 2. (0.4 WTE) The Principal Psychologist appointed to this post will be assigned to work with the residential services within CRS Dublin North East, reporting to the Regional Manager CRS DNE. The post holder will work as part of multidisciplinary team delivering a co-ordinated approach to client care with a focus on trauma informed care and operating within the Residential Psychology Service Overview. There will be an emphasis within the role on facilitating the social care teams in their provision of trauma-informed care

	within the residential settings. The Principal Psychologist will work with Regional and local management and teams to develop and deliver trauma informed interventions. Appropriate clinical supervision will be organised by the Regional Manager for Children's Residential Services Dublin North East
Reporting Relationship	The Principal Psychologist will have external supervision. They will report to the Regional Manager for Children's Residential Services Dublin North East
Duties and Responsibilities	Main Duties and Responsibilities Professional / Clinical • Support the development of an integrated specialist harmful sexual behaviour residential unit. • Deliver training, workshops, and other inputs to staff re working with this population, trauma informed care, and treatment modules which residential staff will provide under NIAPP's guidance. • Work in conjunction with the National Interagency Prevention Program (NIAPP) DNE team. • Conduct assessments of Harmful Sexual behaviour in line with TUSLA NIAPP practice guidelines. • Deliver group and individual therapeutic interventions for Harmful Sexual Behaviour in line with TUSLA NIAPP Practice Guidelines. • Work as part of the CRS psychology service nationally and build on the overview developed over the past two years • Deliver the CRS psychology service in line with best practice as set out in the Welltree model of care, with a focus on trauma informed care, the management of risk and the promotion of wellbeing. • Be responsible for the delivery of professional psychology assessment, intervention and consultation appropriate to the post in line with best practice when working with Tusla's other Residential Services. • Liaise with the Social Care Managers and staff of the DNE residential centres around the promotion of effective residential care delivery • Facilitation of trauma-informed and evidence-based social care practice within the residential centres through educational and reflective inputs to the social care teams and engagement through other fora, as required • Carry a clinical caseload appropriate to the post • Provide psychological assessments for 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 and the wider professional system. • Formulate and implement treatment plans for psychological therapeutic intervention or management in consultation with the MDT team based on an appropriate conceptual framework, working in home and clinical settings as appropriate • Provide clinical supervision to other Psychology/Psychotherapy staff members if necessary. • Exercise professional responsibility for the assessment, treatment, monitoring, follow-up and discharge of clients whose problems are managed using psychologically based care plans • Contribute a psychological perspective to case planning and multi-agency case working and review and call multi-professional meetings when appropriate

	• Provide professional reports as required in accordance with professional standards • Communicate effectively and work in co-operation with team members and others to ensure integrated service provision • Ensure co-ordinated interdisciplinary and inter-agency service delivery, to include • Develop and maintain close liaison with TUSLA service users' Social Work teams and other key stakeholders. • Liaise with Psychologists and other disciplines within TUSLA Therapeutic services to maximise integrated service delivery. • Develop and maintain close liaison with key stakeholders • Ensure co-ordinated interdisciplinary and inter-agency service delivery • Participate in meetings, committees and/or conferences as required • Work within limits of professional competence in line with principles of best practice, professional conduct and clinical governance • Represent and advocate for the psychological needs of service users • Work in and promote an ethical and professional manner at all times • Be aware of and refer the service user to other services as necessary • Initiate and participate in needs assessment and health promotion as appropriate • Promote a culture that values equality, diversity and respect in the workplace. • Operate to the highest ethical standards • Ensure anti-discriminatory practice and cultural competence at individual and service levels. • Provide as required, in relation to his/her designated area of responsibility, the NIAPP National Manager with such information and professional advice and guidance it may require in the preparation, monitoring and evaluation of services. • Encourage and initiate psychological research and, where appropriate, to initiate and/or participate in multi-disciplinary research programmes. • Deputise for the NIAPP National Manager, other Principal Psychologists and other MDT managers that are associated with NIAPP DNE. • Participate in the selection process for staff for TUSLA Psychology Services and other services as required. Management • Provide line management supervision to assigned staff as required • Manage and co-ordinate service delivery in their area of responsibility • Assign duties and responsibilities as appropriate to ensure effective service delivery • Ensure the maintenance of appropriate service user records and statistics in accordance with Tusla requirements and local guidelines, Freedom of Information Acts, Data Protection Acts and other relevant legislation • Act as a person mandated under Schedule 2 of the Children First Act 2015. • Provide service reports / data as required • Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways and integrated care arrangements • Contribute to policy development, performance monitoring, business / service planning and budgetary control in conjunction with the Service Manager and relevant others • Keep up to date with organisational developments within Tusla • Provide clinical supervision to Tusla Psychologists, trainees and assistant psychologists. Co-ordinate and manage psychology service delivery for NIAPP DNE. • Report and advise on Psychology staffing needs • Participate in the overall development of psychology services in Tusla and contribute to the membership of the Tusla Psychology Managers Forum.
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	• Contribute to policy development, performance monitoring, business / service planning and budgetary control in conjunction with the NIAPP National Manager and the NIAPP management team. • Keep up to date with national and organisational developments within the Irish Health Service/ Youth Justice Services and TUSLA as necessary. • Keep abreast of and ensure service delivery corresponds to developments in national policies and strategies and best national and international practice. • Contribute to the development of policies, procedures and guidelines in relation to the psychology service, engaging staff as appropriate. • Participate in and contribute to service planning and development. • Provide service delivery reports as required e.g. service plan, annual report. • Undertake responsibility for service evaluation to facilitate improved services and integrated care • Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways and integrated care arrangements • Actively participate in the development and continuing improvement initiatives of psychology services. • Ensure the maintenance of a high standard of service user records and statistics in accordance with TUSLA requirements and local guidelines, Freedom of Information Act, Data Protection Acts, GDPR and other relevant legislation • Maintain professional standards with regard to service user and data confidentiality. • Ensure that the Psychology services makes the most efficient and effective use of developments in IT. • Ensure the Implementation of the Tusla Youth Participation Strategy. Education & Training Engage in specialised training appropriate to the post with a particular focus on harmful sexual behaviour and crisis support intervention • Receive regular clinical professional supervision • Provide post-graduate teaching and training to professional postgraduates including Doctoral Psychology trainees • Provide support to the work of non-psychologists in delivery of psychologically-informed interventions as appropriate • Provide psychological training, advice and consultation to staff from Tusla and other agencies in areas relevant to direct clinical work and to psychology service provision • Provide professional and clinical supervision of Tusla psychologists • Provide advice, consultation and training to staff working with the client group across a range of agencies and settings where appropriate • Attend mandatory training programmes • Be informed of advances in professional knowledge and practice • Be informed of and distribute developments in national policies, strategies and legislation and provide feedback on impact on practice • Take responsibility for continuous professional development and ensure compliance with statutory registration requirements • In collaboration with the Service Manager, attend training courses as informed by service requirements and career & personal development planning • Be responsible for the induction of new staff as appropriate • Build and communicate an understanding of the role and contribution of psychology within TUSLA Services.
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	Research & Evaluation The Principal Grade Psychologist will: • Utilise evidence-based literature and research to support effective practice • Undertake project management including audit and service evaluation with colleagues within the service to help develop service provision. • Participate in evaluation of all clinical activity within the post and provide such information as required by the Service Manager for the purpose of service monitoring and evaluation • Conduct, encourage and support service-related research and provide research advice as appropriate • Publish research outcomes in professionally recognised journals and share information on outcomes at professional conferences where appropriate • Represent a professional viewpoint in relation to nationally accepted good practice and to ensure a high level of ethical standards and professional conduct Health & Safety • Comply with and contribute to the development of policies, procedures, guidelines 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 service for example National Standards for Child Protection and Care and comply with associated Tusla – Child and Family Agency protocols for implementing and maintaining these standards as appropriate to the role. • To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. The above Job Description 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 him/her from time to time and to contribute to the development of the post while in office.
Eligibility Criteria Qualifications and / or Experience	Applicants must by the closing date of application have the following: A recognised University QQI Level 8 degree (or equivalent) obtained with first or second class honours in which psychology was taken as a major subject and honours obtained in that subject. And • A recognised postgraduate professional psychological qualification in Clinical, Counselling or Educational Psychology, as appropriate to the area of professional psychology in which the position is designated and accredited by the Psychological Society of Ireland. Or • Qualification(s) from another jurisdiction confirmed by the Department of Health to be equivalent to the above. And • Have at least eight years satisfactory post graduate clinical experience, inclusive of anytime spent in pursuing a course leading to the postgraduate qualification and including at least two years full-time satisfactory experience as a staff grade psychologist (or at a more senior grade with a psychologist title) in the area of professional psychology in which the position is designated.

	And • Possess the requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office 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
Skills, competencies and/or knowledge	<u>Tusla Leadership Competency Framework</u> The <u>Tusla Leadership Competency Framework</u> describes the behaviours that are key to Tusla colleagues being effective in the execution of their role at all levels within the Agency. The competencies and associated behavioural descriptors, capture the transversal knowledge, skills, abilities and other characteristics that will enable colleagues, regardless of role or rank, to be effective in their work. The Tusla Leader Framework relevant for this role is <u>Leading Service</u> Please access this <u>Leading Service</u> link to fully familiarise yourself with the impact of this <u>Leading Service</u> proficiency for Tusla. The Competency of Professional Knowledge is specifically linked to the duties, responsibilities and criteria for this role.
Other requirements of the role	• The post holder will require access to appropriate transport as the post may involve travel. • Have awareness of children and young people's participatory practice
Application Process Campaign Specific Selection Process Shortlisting / Interview	The online application system has a time out facility, this is in order to protect the privacy of the user. This time out facility activates if the application has been 'dormant' for over 60 minutes. Any work not saved will be lost if the system times out due to lack of activity. As such please ensure to save your application as you work on it, any lost data cannot be recovered. It might be an idea for candidates to work on their applications outside of the system and copy and paste their answers into the online application forms once they are fully complete and submit then. Once your application is fully submitted you will receive a confirmation email to your profile. If you do not receive this email, your application HAS NOT been submitted and received and you should log back on to submit fully. AI generated content must not be used in your application. Tusla reserves the right to assess if content in applications is likely created by AI in part or in whole. Use of AI may result in disqualification and exclusion from the recruitment process.

	Short listing may be carried out on the basis of information supplied in your application. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. Those successful at the shortlisting stage of this process (where applied) will be called forward to interview.
Code of Practice	The Recruitment Service Child and Family Agency will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Codes of practice are published by the CPSA and are available on www.cpsa.ie. Tusla Child and Family Agency is an Equal Opportunities Employer. Tusla Child and Family Agency recognises its responsibilities under the Data Protection Acts 2003 - 2018 and the Freedom of Information Act 2014
The Integrated Reform Programme is a significant initiative being undertaken by Tusla to improve the way in which we deliver our services to children and families. Tusla has designed a consistent regional structure to ensure this equitable provision of services and as part of this design Tusla is moving from 17 areas to 30 networks. It is important to note that this is an initial assignment and maybe subject to change in line with the Integrated reform process. The Integrated Reform Programme may also impact on duties of this role as structures change, and you will be notified of same as the programme progresses as appropriate to this role. This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. Tusla values individual's rights and freedoms in respect of privacy and fully complies with the requirements of the Data Protection Act 2018. All roles within Tusla carry responsibility towards the protection of personal and sensitive data.	
Tenure	The current vacancy available is permanent. The post is pensionable. A panel may be created for the purpose of filling this position. Once the position is

	appointed the panel will cease. Appointment as an employee of the Child & Family Agency is governed by the Child and Family Agency Act, 2013 and the Public Service Management (Recruitment and Appointments) Act 2004.
Remuneration	The Salary scale for the whole time equivalent of this post is: 01/02/2026: €116,111, €118,890, €121,680, €124,444, €126,531, €130,567, €134,604 LSIs LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI (where applicable). The appointee shall commence on the first point of the salary scale. Incremental credit may be given on appointment for certain types of relevant experience- more information available in Appendix 5. <u>Candidate Information Pack - Recruitment Process</u> Candidates should note that entry will be at the minimum point of the scale and will not be subject to negotiation, and the rate of remuneration may be adjusted from time to time in line with Government pay policy. Different terms and conditions may apply if the appointee is currently a serving civil or public servant.
Working Week	The standard working week applying to the whole time equivalent of this post is: 30 hours.
Annual Leave	The annual leave associated with the whole time equivalent of this post is 30 days per annum.
Superannuation	This is a pensionable position with Tusla. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment.
Probation	A probation period of 39 weeks, or proportion of same for fixed term /specified purpose contracts, where applicable shall apply from the commencement of employment, during which the contract may be terminated by either party in accordance with this contract. The probationary period may be extended at the discretion of management by a further 9 weeks or proportion of same for fixed term/specified purpose contracts, where applicable. Confirmation of appointment as a permanent member of staff is subject to the successful completion of the probationary period, for permanent contracts. Where you have already completed a probationary period with the Child and

	Family Agency, Health Service Executive, Local Authority, and there is no break in service, no period of probation applies.
Responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)	The safety and welfare of children and young people is a key priority for Tusla – Child and Family Agency. All employees of Tusla are required to be vigilant to any concerns regarding the protection and welfare of children and to bring them to the attention of the Tusla Designated Person in a timely manner, in keeping with the Tusla – Child and Family Agency Child Protection policies.
National Standards for Children and Family Services	Employees must have a working knowledge of HIQA Standards (https://www.hiqa.ie/areas-we-work/childrens-services) and / or the Adoption Authority of Ireland Standards as they apply to the role. All Employees must be aware of their responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)
Ethics in Public Office 1995 and 2001 Positions remunerated at or above the minimum point of the Grade VIII salary scale NOTE THIS SECTION REFERS TO POSTS AT €82,258 PLUS	Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below. A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive not later than 31st January in the following year. B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of Tusla and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive. C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website http://www.sipo.gov.ie/