

Recruitment person specification

Post being recruited for: Principal Educational Psychologist

Our Behaviours

These apply to all posts

Respect – We're inclusive, we promote equality, we treat people with fairness, understanding and kindness and we consider others in our decisions and actions.

Integrity – We're open and honest, we take responsibility, we build trust and we pull together to do what's right for our residents, colleagues and city

Flexibility – We're open minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Experience of working at a management/leadership level within a Local Authority Educational Psychology Service.	

Knowledge, skills and understanding	Significant knowledge and understanding of national and local policy in relation to Inclusion, Equity and Equality and an understanding of how this should inform practice in an education context. High degree of interpersonal skills and demonstrable skills and experience in leading change. Expert skills in using data to inform service improvements and interventions and skills in presenting complex situations clearly and concisely showing ability to think creatively in order to develop innovative solutions to complex problems. Excellent time management, organisational and communication skills (oral and written). Understanding and skills in working within budget constraints and best value principles and ability to make decisions and prioritise planning based on need. Demonstratable skills in promoting collective leadership to improve outcomes and ability to motivate others to achieve shared goals and objectives. Skills in establishing and sustaining positive relationships and partnerships. Ability to be flexible and adapt to challenges as they arise and ensure decisions are made based on evidence of impact and the best interests of children and young people.	
Qualifications and training	Registration as an Educational Psychologist with the Health and Care Professions Council (HCPC). PVG (Protecting Vulnerable Groups) scheme membership.	

Job specific requirements

Oversee the functions of the Educational Psychology Service which are: consultation, assessment, intervention, training and research; including fulfilling obligations that the council may require for implementation of its statutory duties.

Provide advice, guidance and support to colleagues across Children, Education and Communities directorate and present clear reports and strategies as required.

Member of the Education Senior Leadership team taking responsibility for delivering high quality service delivery, positive outcomes for children and families, and high performance against key objectives in the Education Service Improvement Plan and Edinburgh Learns Inclusion Framework.

Work collaboratively with the Head of Education (inclusion) and Service Manager (Inclusion Services) and other relevant multi-agency partners on key strategies and frameworks to support pupils who require additionality to maximise their learning in line with the Getting it Right for Every Child framework.

Participate in the selection and appointment of staff, providing supervision, advice and promoting Career Long Professional Learning as required.

Promote the health and safety of employees at work and of service users through the implementation of the Council and departmental Health and Safety Policies in accordance with all relevant statutory requirements.

Promote the City of Edinburgh's behaviours of respect, integrity and flexibility as the foundation for driving positive change for all.

Ensure that all members of staff operate within City of Edinburgh Council and Education Directorate policies and guidelines.

Work collaboratively with key partners to develop and enhance the support for and increase the attainment and achievement of our care experienced children and young people as part of the Corporate Parenting Strategy.

Senior member of the Education Resource Group and responsibility for the quality assurance of education placements out-with the City of Edinburgh.

Maintain an up-to-date knowledge of best practice within Educational Psychology and related disciplines.