

	<p>Senior Psychologist, Specified Purpose Contract x 12 Months</p> <p>Nasc are open to a secondment arrangement where appropriate.</p>
Closing Date	Friday 21 May 2021 at 5.00 p.m.
Proposed Interview Date (s)	Friday 11 th of June
Taking up Appointment	Must be available to take up duties on or before – Monday 16 th August
Location of Post	Nasc are seeking a senior psychologist to join their team and work in close partnership with Social Inclusion, Cork Kerry Community Healthcare. The office base for this post is Kinvara House, Dublin Hill, Cork, T23 FDK2. However, the candidate will be required to travel to various locations in Cork and Kerry as part of their clinical remit.
Reporting Relationships	The post-holder will report to Fiona Finn, CEO Nasc and will be line managed / clinically supervised by the Principal Psychology Manager Social Inclusion, Cork Kerry Community Healthcare
Details of Service	<p>Nasc (the Irish word for 'link') is an NGO and registered charity based in Cork City. Nasc works with migrants and refugees to advocate and lead for change within Ireland's immigration and protection systems. This new post is hosted by Nasc and supported by Social Inclusion, Cork Kerry Community Healthcare. Nasc and Social Inclusion recognise that clients from marginalised communities, such as refugees and those seeking asylum, are more likely to have additional physical and mental health needs and do not always have equity of access to required supports due to the barriers that they face. The working culture within Nasc and Social Inclusion, Cork Kerry Community Healthcare strives to be rooted in inclusivity, equality, social justice and compassion both within the working environment between colleagues, as well as in our service and interactions with clients. There is a theoretical and operational understanding that our clients face additional barriers to service access than the general community and as such a flexible, practical and solution focused approach to the work is to the fore with considered emphasis and advocacy on increasing access and benefit from supports and services.</p> <p>It is envisaged that the post-holder will work in close partnership with the existing Psychology service and Social Inclusion, Cork Kerry Community Healthcare which supports Syrian and Iraqi refugees living in Cork and Kerry as part of the Ireland's Resettlement Programme and with those who have come here through community sponsorship or other means.</p> <p>However, this new post will predominantly focus on the development of psychological supports to asylum seekers residing in Direct Provision across Cork and Kerry and to those services who are currently providing a service to these clients. There are currently 14 Direct Provision Centres in Cork and Kerry. These centres cater for people of all ages including adults and children. The post-holder will have full access to interpretation supports and social inclusion supports involved with clients in direct provision. Residents come from a broad array of countries and are in Ireland seeking refugee status. Many are forced migrants who have experienced multiple traumatic events. Many have significant psychological challenges as a direct result of multiple traumatic experiences. Many have on going psychological challenges as a result of the unique psychosocial stressors faced by asylum seekers living in Ireland against the backdrop of difficult asylum journeys.</p>

	<p>This is an exciting opportunity to work with a dynamic organisation which is to the fore of advocacy and support for those seeking asylum in Ireland. Similarly, the post-holder will work very closely with Cork Kerry Community Healthcare Refugee Psychology Service and Social Inclusion, Cork Kerry Community Healthcare which has been to the fore of the development and delivery of effective psychological services to refugees in Ireland.</p>
<p>Purpose of the Post</p>	<p>The purpose of this post is to improve overall outcomes for clients by:</p> <ol style="list-style-type: none"> 1. Improving existing workforce capacity within the relevant Statutory and non-Statutory services to meet the psychological and mental health needs of Refugees / Asylum Seekers more effectively through the provision of training, consultation and psychological support. This will include delivering a range of psychological supports: <ol style="list-style-type: none"> (a) enhancing and improve understanding and awareness of the asylum seeking / refugee journey and the resulting complex psychological, mental health, psychosocial and integration needs (b) Increasing awareness amongst mainstream mental health / psychological support services / service providers of the unique barriers that prevent equity of access to mental health supports, where appropriate to overcome them (c) Improving overall psychological outcomes of asylum seekers / refugees by increasing knowledge and understanding of those working in mainstream services who are supporting asylum seekers on psychological needs, increased awareness of cultural and trauma sensitive service provision (d) Enhancing capacity to assess and treat common psychological challenges experienced by asylum seekers such as Post Traumatic Stress Disorder (PTSD) and trauma. 2. Improving effective identification of those most in need of psychological / mental health supports along with assistance in identifying and accessing appropriate supports 3. Develop and disseminate psychological / psychoeducational resources that can be used by service providers and /or asylum seekers to improve psychological wellbeing. 4. Assisting relevant service providers during the COVID-19 crisis in the provision of psychological supports to asylum seekers impacted by the pandemic when required.
<p>Principal Duties and Responsibilities</p>	<p>Working to Improve Outcomes for Clients</p> <ul style="list-style-type: none"> ❑ With support from Nasc and the Principal Psychology Manager, Social Inclusion, Cork Kerry Community Healthcare, develop, deliver and manage a range psychological services to those seeking asylum in Cork and Kerry and to the existing support services that support these clients. These will include the: ❑ Provision of training and consultation services and psychological supports to psychological and mental health services, referral agents or improve knowledge and understanding of the psychological / mental needs of asylum seekers / refugees and how to effectively meet these needs. ❑ Provision of training, consultation and support services to service providers within and outside of Cork Kerry Community Healthcare , including health services, educational services, community based support services or others who support asylum seekers to (a) improve understanding of the asylum journey (b) the psychological problems frequently experienced including trauma / PTSD or

other difficulties, (c) the unique set of psychosocial stressors that effect asylum seekers in the context of the circumstances they find themselves in and the challenge of adjusting and integrating in Ireland and the impact of these stressors on psychological wellbeing and integration, (d) the unique barriers (such as language, cultural differences, lack of social supports and the impact of trauma) that should be considered and how they can be overcome to ensure equity of access and effective outcomes.

- ❑ Assist in the development and dissemination of psychoeducational or other resources to support clients' / service providers across Cork and Kerry.
- ❑ Provision of psychological and / or developmental screening and assessment services to help identify adults and children who require health services, psychosocial support services and actively support referral to appropriate services and interventions across Cork Kerry Community Healthcare
- ❑ Assist in the development and delivery of trauma focused interventions and a trauma focused intervention services for clients with severe PTSD.
- ❑ Where appropriate and within the parameters of this limited resource, develop and deliver a range of population level / group level interventions that help meet psychological needs of asylum seekers.
- ❑ Where appropriate and within the limited parameters of this limited resource, provide a range of individual psychological interventions to meet the psychological needs of asylum seekers.
- ❑ Improve health outcomes for refugees as a vulnerable minority group working from a health equality perspective
- ❑ Collate and develop culturally sensitive and trauma sensitive resources for use by families, health services, NASC and GPs as required and in conjunction with identified partners.
- ❑ Where appropriate, carry out service-based research which directly informs service provision and development so as to improve understanding of client's needs and overall outcomes for clients.
- ❑ Development and provision of services which are culturally sensitive and trauma sensitive.
- ❑ The post-holder will liaise and work in close partnership with Nasc and with the following in Cork Kerry Community Healthcare: - Social Inclusion, Community Workers, AMO's and others. The post-holder will also work closely with a host of statutory and community sector professionals involved in supporting these families.
- ❑ The post-holder will work closely with the existing psychologist on initiatives that span both asylum seeker and refugee clients.
- ❑ The post-holder will support the on-going provision of specialist placements to psychologists in clinical training and where appropriate provide clinical supervision to assistant psychologists and staff grade psychologists.
- ❑ Develop and maintain service policies as appropriate, record-keeping, notes and good file management.

Interagency Work

- ❑ Work as part of a team with Nasc and with Cork Kerry Community Healthcare Community Work and Social Inclusion services in further developing services to Refugees and Asylum Seekers.
- ❑ Work with Universities and others to enhance awareness of the needs of this cohort through the provision of training to students, provision of placements to

	<p>trainees and through directly supporting and carrying our research to improve service development and delivery to this client group.</p> <ul style="list-style-type: none"> ❑ Work with both community and statutory providers to initiate health and wellbeing programmes ❑ Further develop, update and evaluate the resource packs / website for frontline staff (including GPs). Explore the development of online resources ❑ Liaise with existing Cork Kerry Community Healthcare staff and Community / Voluntary sector staff with expertise in this area and are currently providing supports to this group ❑ Link with identified Cork Kerry Community Healthcare Heads of Service as required ❑ To support the broader Nasc and Social Inclusion teams, through the provision of clinical supervision to trainees, assistant psychologists and staff grade psychologists when required. <p>Review, Evaluation and Sustainability</p> <ul style="list-style-type: none"> ❑ Ensure service-user and front-line staff feedback mechanisms ❑ Identify models of good practice in other areas and adapt for use in Cork and Kerry as required / as appropriate ❑ Support and supervise PhD programme as developed in conjunction with UCC on this initiative ❑ Ensure appropriate monitoring, evaluation and review of the work undertaken and programmes delivered ❑ Identify and develop collaborative partnerships and programmes in response to identified needs <p>Self-Care</p> <p>The Cork Kerry Community Healthcare Social Inclusion Psychology Service recognises the traumatic nature of the experiences of some asylum seekers / refugees. As such, there is a culture of care, support and compassion within the Psychology service and the broader Social Inclusion team. The post-holder will be encouraged to place a strong personal emphasis on his/her own self-care and to actively nurture the existing culture of care and compassion for clients and between colleagues.</p> <p><i>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.</i></p>
<p>Eligibility Criteria</p> <p>Qualifications and/ or experience</p>	<p>Each candidate must, at the closing date for the campaign, hold:</p> <p>a)</p> <ul style="list-style-type: none"> (i) a recognised University degree or diploma (NQAI Level 8 equivalent) obtained with first or second class honours in which psychology was taken as a major subject and honours obtained in that subject <p style="text-align: center;">and</p> <ul style="list-style-type: none"> (ii) a postgraduate professional psychological qualification recognised by the Psychological Society of Ireland in Clinical Psychology, or Counselling Psychology or Educational Psychology as appropriate to the area of professional psychology in which the position is designated,

	<p style="text-align: center;">or</p> <p>a postgraduate professional psychology qualification validated by the Department of Health and Children in Clinical Psychology, or Counselling Psychology or Educational Psychology as appropriate to the area of professional psychology in which the position is designated</p> <p style="text-align: center;">and</p> <p>have at least five years' satisfactory postgraduate experience in the area of professional psychology in which the position is designated.</p> <p>The five years' experience must comprise of no more than three years full-time Post Graduate training and no less than two full years' experience as a Staff Grade Psychologist. Years in excess of the permitted three years for completion of the Post Graduate training or time not worked cannot be taken into consideration when assessing the five years' experience requirement.</p> <p style="text-align: center;">and</p> <p>b) 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.</p> <p>These qualifications will take effect on the signed date but without prejudice to anyone employed in a post of basic grade psychologist or above in the Irish Public Health Service to whom the qualification requirements for Psychologist – Community Care or Clinical in place at the 22nd January, 2002 shall apply – just double-checking that the year is 2002</p> <p>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.</p> <p>Character Each candidate for and any person holding the office must be of good character</p>
Salary	The Salary scale for the post is €82,943, €84,851, €86,776, €88,690, €90,589, €91,317, (€94,171, €97,029 LSIs)
Post Specific Requirements	<ul style="list-style-type: none"> ➤ Capacity to assess and treat a wide range of clinical presentations in the context of cultural differences, language barriers and other barriers. ➤ Have experience in working with ethnic minority communities
Other Requirements specific to the posts	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrable understanding of/experience in health and psychological needs of minority/vulnerable groups and the unique barriers faced in access to mainstream services <input type="checkbox"/> Access to transport is essential
Skills, competencies and/or knowledge	<p>Professional Skills and Knowledge</p> <ul style="list-style-type: none"> • Demonstrate the pre-requisite clinical knowledge and clinical skills to develop and deliver psychological services including consultation, training, screening and assessment and intervention services on a range of psychological issues across the lifespan in the context of the refugee / asylum seeking journey.

- Demonstrable experience of and capacity to work in partnership with other disciplines, services and other agencies, with client compassion and a commitment to good outcomes for clients to the fore.
- Have a clinical interest in trauma and PTSD, a working knowledge of evidence based psychological interventions to treat PTSD and a desire to continue to develop this as an area of clinical expertise
- Have an understanding of the refugee / asylum seeking journey and resulting health, social, integration and psychological care needs of Refugees and Asylum Seekers, along with a working understanding of the support services across Cork Kerry Community Healthcare who can help meet these needs.
- Capacity to carryout service-based research and evaluations.
- Demonstrate understanding of the psychological and care needs of populations that experience social exclusion.
- Ability to demonstrate anti-oppressive practice and cultural competence in assessing and developing innovative approaches to working with refugees
- Ability to facilitate workshops and training and to support service and organisational development.
- Demonstrate sufficient professional knowledge to carry out the duties and responsibilities of the role.
- Demonstrate experience of applying evidence-based practice.
- Demonstrate an ability to apply knowledge to best practice

Planning and Organising Resources

- Demonstrate ability to plan, organise and deliver evidence-based services in an efficient, effective and resourceful manner, within a model of patient-centred care and value for money
- Demonstrate good ability to develop and deliver services which have maximum reach and make the best use of limited resources.
- Ability to plan, develop and deliver a service, with support from the Principal Psychologist and to evaluate outcomes so as to continue to improve service delivery.
- Demonstrate ability to manage deadlines and effectively prioritise workloads
- Demonstrate a commitment to assuring high standards and strive for a user-centred service.
- Demonstrate initiative and innovation in identifying areas for service improvement.
- Demonstrate knowledge of Health Service Planning and Delivery

Teams Skills

- Demonstrate ability to work as part of a team or on one's own initiative
- Demonstrate ability to empathise/treat others with dignity and respect, including clients, colleagues and other professionals.
- Demonstrate flexibility and openness to change.

Analytical Skills

- Demonstrate ability to evaluate information and make effective decisions especially with regard to service user care.

Communication & Interpersonal Skills

- Display effective interpersonal and communication skills (verbal and written).
- Demonstrate ability to utilise supervision effectively.
- Demonstrate a willingness to develop IT skills relevant to the role.
- Demonstrate commitment to continuing professional development.

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| | <ul style="list-style-type: none">• Demonstrate experience of developing and working in a variety of partnerships and networks |
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Self-Care Skills

A commitment to personal self-care in the context of service provision.