

## CAMBRIDGESHIRE COUNTY COUNCIL

### PERSON SPECIFICATION

**Job Title:** Educational Psychologist  
**Directorate:** Enhanced and Preventative Services  
**Service:** SEND Specialist Services  
**Reports to:** Team Leader  
**Grade:** Scale A, Grade A3 – A8  
**Location:** Cambridgeshire  
**Hours:** 37 hours

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

#### **Education, Qualifications & Training**

##### Essential:

- A degree in Psychology that confers Graduate Basis for Registration with the British Psychological Society.
- A post-graduate qualification in Educational Psychology.
- HCPC Registered as a practitioner psychologist.

##### Desirable:

- Relevant recent professional qualifications in education and/or applied psychology.

#### **Knowledge & Experience**

##### Essential:

- Knowledge of a range of psychological theories and research methodologies.
- Has a good knowledge and understanding of the factors that lead to improvement in achievement levels for children and young people with additional and/or special educational needs.
- Awareness of current legislation and developments in relation to SEN and disability.
- Successful and varied experience of working with children and young people, and their parents/carers.
- Experience of working with colleagues from a range of disciplines.

- Experience of working with children and young people with a range of additional needs.
- Able to make effective use of IT, particularly Word, Power point and Outlook.

Desirable:

- Knowledge of and experience of working within a solution-focussed framework.
- Specialist experience and knowledge of an area of need for vulnerable children and young people.
- Experience of working within a multi-agency team.
- Experience of peer supervision.
- Knowledge and understanding of databases including Excel and relevant software packages.
- Experience of working with vulnerable children and young people within a range of settings.
- Experience of working with young people up to the age of 25 years.

**Skills & Attributes**

Essential:

- A commitment to inclusive and evidence-based practice.
- Able to organise and prioritise work in an effective and productive way.
- Able to work in an effective and solution focused way with children, young people and adults.
- Shows a commitment to operating within service systems, policies and promoting good understanding of equality issues in providing services, both respecting and valuing individual's diversity and contributions and thereby seeking to avoid unwitting discrimination.
- Can apply a range of techniques grounded in relevant psychological theory to make a difference to the learning opportunities, social and emotional development of children and young people.
- Able to engage in critical self-review and demonstrate professional growth and learning from experience and supervision.
- Able to work independently and as part of a team.
- Cooperates and works well with others in the pursuit of team and organisational goals.
- Able to form and maintain appropriate relationships across professional boundaries.
- Able to communicate both orally and in writing to a range of

audiences, including children and young people.

- Able to write in a clear, fluent, concise and jargon-free manner so that written communications are readily understood by intended recipient(s).
- Can use a flexible and creative approach to problem solving.
- Can design, implement and evaluate research projects.

Desirable:

- Has relevant experience and knowledge of Project management.
- Has recent research experience.

**Cambridgeshire Behaviours**

Essential:

**Working together**

- Able to think creatively about opportunities to work together, and build rapport with children, their families and with partners.
- Can deliver results across team and organisational boundaries.

**Integrity**

- Able to focus on outcomes and be self-motivated.
- Can think and plan strategically to deliver services that are based on colleague and partner feedback and input, with decisions being made openly and transparently.

**Respect for others and public resources**

- Can identify areas for improvement to meet the diverse needs of children, their families, partners and colleagues.
- Can challenge poor use of built and natural resources, and to deliver improvements to the efficient use of resources.

**Excellence**

- Can consistently review current practice both in the work individually undertaken and in the work of the team.
- Can identify and deliver best practice.

**Special Requirements**

Essential:

- Able and willing to travel freely across the county.

\* Please note that for linked grades, appointment to grade is dependent upon years of post qualifying experience.

