An Ghníomhaireacht um Leanaí agus an Teaghlach
Child and Family Agency

Candidate Campaign Information Pack

Senior Psychologist ACTS Dublin Mid Leinster, Dublin North-East and Mid-West Regions

Dear Candidate,
Thank you for your interest in the post of – Senior Psychologist ACTS Dublin Mid Leinster, Dublin North-East and Mid-West Regions

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

These posts operate at regional level.

For any informal enquiries regarding regional positions and job specification please contact:

Dublin Mid Leinster: Sanna Cramnell Clinical Team Manager, DML 087 2945723,
Dublin North East: David Stokes Clinical Team Manager, DNE 0872615640
Midwest: Denise Collins Regional Therapy Manager, denise.collins2@tusla.ie / 087 9853191

For enquiries regarding the post and the work of psychologists in ACTS nationally, contact: Dermot O'Callaghan, Principal Psychologist, dermot.ocallaghan@tusla.ie / 087 -1257687

Should you have any specific queries in relation to the recruitment process please contact the Tusla Recruitment terecruitres@tusla.ie or Tusla Recruit Campaign Manager: Stephanie Doyle stephanie.doyle3@tusla.ie / 097 3417 966

Kind Regards,
Tusla Recruitment Team

Tusla Therapy has responsibility for the management, development and governance of the agency's therapeutic services. Tusla Therapy aims to support children and those surrounding the child through working in partnership with families, carers, and their professional network to determine the child's therapeutic needs. Tusla Therapy operates within the legislative context for Tusla in Ireland and follows the direction of national strategy and policy.

There are three dedicated therapeutic services:

- Area Based Therapy Team (ABTT)
- Assessment, Consultation and Therapy Service (ACTS)
- National Interagency Prevention Programme (NIAPP)

The Assessment, Consultation and Therapy Service (ACTS) is a multidisciplinary clinical service within Tusla – Child and Family Agency with the remit of supporting young people who are at severe risk of harm and at risk of placement in special care or detention.

ACTS work in collaboration with other agencies to address the risk of harm leading to referral, using a practice framework informed by Adaptive Mentalization-Based Integrative Treatment (AMBIT). This means that ACTS teams work to integrate systems of support, including supporting key relationships in young people's lives, while also working therapeutically directly with young people. ACTS work toward therapeutic goals as defined and monitored with young people and the networks of family and professionals involved in their lives.

ACTS teams operate at regional level, accepting referrals through social work services within each region. Services are provided through regional Tusla Therapy structures managed by Regional Therapy Managers and overseen by Clinical Team Managers. Clinical governance is provided across all ACTS MDTs through nationally integrated management and supervision structures.

AMBIT Framework
Both ACTS and ABTT work using the AMBIT framework. Training is provided to all staff on appointment. An AMBIT community of practice has been setup by the Regional Therapy Manager which aims to support our AMBIT informed services to have a reflective space to discuss implementation of AMBIT practice.

You can find out more about AMBIT here:
https://www.annafreud.org/training/health-and-social-care/adaptive-mentalization-based-integrative-treatment-ambit/

Benefits to Working in Tusla
Here are articles on a day in the life of a Psychologist for a snapshot into their working lives:
A day in the life - Psychologists - Child and Family Agency

Continuing Professional Development Opportunities: In 2026 staff have been provided with a number of CPD opportunities such as DDP, Theraplay, TF-CBT, MBT-C, Genogram as well as an internal CPD training calendar. Our internal training calendar provides opportunities to attend and also to present on topics of interest to you.

Working in an innovative, dynamic environment with staff who are open to change and promote the importance of using the service user's voice in service design.

Varied workload including direct work, working with networks around the child as well as providing training.

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Job Specification

Job Title, Grade and Grade Code	Senior Psychologist ACTS Dublin Mid Leinster, Dublin North-East and Mid-West Regions Grade Code: 367Y
Campaign Reference Approval Code	SNRPSPC2026
Applications considered Via	Tusla Recruit Portal only
Opening date for Applications	Thursday 21st May 2026
Closing Date for Applications	You will note that there is no closing date stated for this campaign. This is to allow us to capture as many applicants as possible to fill these posts on an on-going basis. We may introduce intermediate 'cut off' dates in order to alert potential applicants that we will be drawing from the applicant pool to fill vacancies. Once we have a sufficient number of applicants we may introduce a final closing date. Interview dates will be communicated to eligible applicants if and when they are scheduled.
Proposed Interview date(s)	Interviews will be arranged and prioritised for Regional Networks with immediate opportunities.
Contact for Informal Enquiries	For any informal enquiries regarding regional position and job specification please contact: Dublin Mid Leinster: Sanna Cramnell Clinical Team Manager, DML 087 2945723, Dublin North East: David Stokes Clinical Team Manager, DNE 0872615640 Midwest: Denise Collins Regional Therapy Manager, denise.collins2@tusla.ie / 087 9853191 For enquiries regarding the post and the work of psychologists in ACTS nationally, contact: Dermot O'Callaghan, Principal Psychologist, dermot.ocallaghan@tusla.ie / 087 -1257687

	*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.*
Location of Post	The current vacancies are in the Dublin Mid Leinster, Dublin North-East and the Mid-West Regions. A panel may be created from which permanent and specified purpose vacancies of full or part time duration will be filled in the Dublin Mid Leinster, Dublin North-East and the Mid-West Regions. The current vacancies available are permanent/temporary and whole time/part-time. For Tusla Region/ 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 1st 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 The Assessment, Consultation and Therapy Service (ACTS) is a multidisciplinary clinical service within Tusla – Child and Family Agency with the remit of supporting young people who are at severe risk of harm and at risk of placement in special care or detention. ACTS work in collaboration with other agencies to address the risk of harm leading to referral, using a practice framework informed by Adaptive Mentalization-Based Integrative Treatment (AMBIT). This means that ACTS teams work to integrate systems of support, including supporting key relationships in young people's lives, while also working therapeutically directly with young people. ACTS work toward therapeutic goals as defined and monitored with young people and the networks of family and professionals involved in their lives.

	ACTS teams operate at regional level, accepting referrals through social work services within each region. Services are provided through regional Tusla Therapy structures managed by Regional Therapy Managers and overseen by Clinical Team Managers. Clinical governance is provided across all ACTS MDTs through nationally integrated management and supervision structures.
Purpose of Role:	The purpose of the post includes provision of a psychology service to young people who are placed in secure care under Special Care Orders due to concerns for their safety and wellbeing. The work also includes support to at-risk young people within Tusla, who are at high risk of harm within the community, including those who are at risk of placement in special care or detention. Psychology services are delivered as part of the ACTS multidisciplinary team structure based in Dublin Mid Leinster, Dublin North East and Mid West. The Senior Psychologist on the team is responsible for the organisation and delivery of the psychology service to the young people and their families in line with Tusla policies and within established professional standards, guidelines and policy. The Senior Psychologist provides consultation and support to staff and teams in Residential and Special care in relation to critical incidents arising in the course of service delivery. The Senior Psychologist works as part of a national ACTS psychology department that includes all psychologists working nationally within ACTS teams. The department functions as a service and practice development forum for ACTS psychology services, under the management of the ACTS Principal Psychologist.
Reporting Relationship	Line management reporting for the day to day work and clinical caseload will be to the Clincial Team Manager. Clinical governance over case work is provided by the Principal Psychologist Manager working in collaboration with the Clinical Team Manager and the post-holder. The professional reporting relationship for clinical supervision will be to the Principal Psychologist Manager in ACTS.
Duties and Responsibilities	**Main Duties and Responsibilities** **Professional / Clinical** The Senior Grade Psychologist will: • Develop the psychology service in line with best practice and evidence-based practice • Be responsible for the delivery of professional psychology assessment, intervention and consultation appropriate to the post in line with best practice • 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. • Provide appropriate psychological support to staff following critical incidents involving children, young people, families, and staff, in accordance with professional standards, and relevant Tusla policies, procedures and guidelines. Where, appropriate, identification of referrals and supports services.

	• Formulate and implement 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 • Communicate results of assessments and recommendations to the service user and relevant others as appropriate. • Document all assessments, diagnoses, treatment / intervention plans, clinical notes, relevant contacts and summaries in accordance with department and professional standards. • Make it possible for service users to advocate for their own needs, or where appropriate advocate on behalf of service users and ensure that all interventions are in line with Tusla's Child Participation Policy. • Attend court, tribunals etc as required. • Work within current legislation, relevant policies and procedures, guidelines and protocols within TUSLA. • Take direction from the Clinical Team Manager and Principal Psychology Manager. • Keep the Principal Psychology Manager and the Clinical Team Manager fully informed and up-to-date on all significant matters. • Actively engage in performance management. • In conjunction with the Principal Psychology Manager, Clinical Team Manager and MDT contribute to the development and implementation of procedures, policies and guidelines while adhering to existing standards and protocols. • Maintain professional standards in relation to confidentiality, ethics and legislation. • Carry out other duties as assigned by the Principal Psychology Manager or Clinical Team Manager • Provide clinical supervision to other Psychology/Psychotherapy staff members and trainees as appropriate. • Provide, as required, reports regarding the service and professional advice to the Clinical Team Manager and heads of other services as required and to contribute to the planning and development of services • 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 • 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 • Deputise for the Principal Psychologist and Clinical Team Manager as appropriate / required • Promote a culture that values equality, diversity and respect in the workplace • Demonstrate significant experience in engaging in therapeutic work with young people (12-18), their families and carers.

	• Understanding of the role of TUSLA and knowledge of child protection and welfare services. • Interest in working from a trauma informed and attachment perspective and learning about Special Care and Juvenile Detention Services **Research & Evaluation** The Senior 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 Clinical Team Manager and /or Principal Psychology 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 view point in relation to nationally accepted good practice and to ensure a high level of ethical standards and professional conduct • Lead and contribute to developments and innovative practice **Education & Training** The Senior Grade Psychologist will: • Engage in specialised training appropriate to the post • 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 psychological interventions as appropriate • Contribute to staff training and practice in relation to trauma informed approaches, critical incidents and staff psychological wellbeing. • 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 trainee 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 Clinical Team Manager and Principal Psychology Manager attend training courses as informed by service requirements and career & personal development planning • Be responsible for the induction of new staff as appropriate • Engage in planning and performance reviews, as required by the Psychology Manager and/or Clinical Team Manager.

	Management The Senior Grade Psychologist will: • Provide line management supervision to assigned staff as appropriate • 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 a high standard of appropriate service user records and statistics in accordance with Tusla requirements and local guidelines, Freedom of Information Acts, Data Protection Acts, GDPR and other relevant legislation • Act as a person mandated under Schedule 2 of the Children First Act 2015. • Provide service reports / data as required by the Clinical Team Manager or the Principal Psychology Manager • Maintain accurate up to date records and files and submit activity data as required. • Write accurate, clear, concise and purposeful reports. • Contribute to service developments by monitoring and evaluating emerging needs and trends in consultation with team members, Clinical Team Manager and the Principal Psychology Manager. • Collaborate with the Principal Psychology Manager and Clinical Team Manager in developing the role of the Senior Grade Psychologist and the service e.g. through planning, audit, production of standards, continuing education, quality improvement initiatives and research. • Be responsible for the co-ordination and delivery of service in designated area(s). • Ensure good working practice and adherence to standards of best practice. • Promote quality by reviewing and evaluating the Psychology service, identifying changing needs and opportunities to improve services. • Represent the department / profession / team at meetings and conferences as appropriate. • Deputise for the Principal Psychology Manager and Clinical Team Manager as required. • Participate in the control and ordering of clinical equipment. • Engage in technological developments as they apply to the service user and service administration. • 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 Clinical Team Manager, Psychology Manager and relevant others • Keep abreast of developments in national policies and strategies and international best practice. • Maintain an awareness of HR policies and procedures / engage in recruitment processes and other HR functions as required • Assist in ensuring that the psychological service makes the most efficient and effective use of developments in IT • Maintain professional standards with regard to service user and data confidentiality • Keep up to date with organisational developments within Tusla • Have a strong working knowledge of current legislation, policies and procedures pertaining to working with children and their families. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient clinical service.

	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 recognized 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 recognized 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 PsychologicalSociety of Ireland. **Or** • Qualification(s) from another jurisdiction confirmed by the Department of Health tobe equivalent to the above. **And** • Have at least five 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 suitabilityand 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	**Tusla Leadership Competency Framework** The **Tusla Leadership Competency Framework** 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 Leading Others Please access this Leading Others link to fully familiarise yourself with the impact of this **Leading Others** 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.
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. 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

Tusla Child and Family Agency Transformation Programme may impact on this role and as structures change the job description and reporting relationships may be reviewed and updated.

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 post is pensionable. The current vacancies available are permanent/temporary and whole time/part-time. The posts are pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration will be filled. The tenure of these posts will be indicated at "expression of interest" stage for each individual post. The purpose of this campaign is to fill immediate urgent vacancies and it is expected that panel placements will cease if expressions are not received within the appropriate processes. 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: **01/06/2026:** €100,483, €102,871, €105,279, €107,674, €110,050, €110,963, **€114,536, €118,111 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. Candidate Information Pack - Recruitment Process

	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 a currently serving civil or public servant.
Working Week	The standard working week applying to the whole time equivalent of this post is: 35 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 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.

Positions remunerated at or above the minimum point of the Grade VIII salary scale **NOTE** **THIS SECTION REFERS TO POSTS AT €73,209 PLUS**	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/