**BRIGHTON & HOVE CITY COUNCIL**

**PERSON SPECIFICATION**

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| **Job Title:** | |  | | --- | | Principal Educational Psychologist/Head of Brighton and Hove Inclusion Support Service | |
| **Reports to:** | Assistant Director for Health, SEN and Disability |
| **Department:** | Health, SEN and Disability |
| **Section:** | Family, Children and Learning |
| **Date Updated** | September 2020 |

**Essential Criteria**

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| **Job Related Education, Qualifications and Knowledge** | |  |  | | --- | --- | | |  | | --- | | * Psychology at degree level and Educational Psychology Professional Qualification at Master or Doctorate level. * Registration as an Educational Psychologist with the Health and Care Professions Council * Demonstrable knowledge of appropriate legal and policy frameworks and case law as applied to SEND legislation. * Specialist knowledge in evidence based psychological practice. * A developed understanding of educational organisation in a variety of settings, including schools, colleges and off-site provision. * Proven knowledge and understanding of how to apply principles and practice of quality assurance systems. | | |
| **Experience** | |  |  | | --- | --- | | |  | | --- | | * Experience of strategic development and change within a local authority setting * Significant experience of budgetary management and financial planning. | | |
| **Skills and Abilities** | |  |  | | --- | --- | | |  | | --- | | * An experienced leader with excellent interpersonal, negotiating and influencing skills. * Ability to think and plan strategically taking into account factors across the service ensuring targets are met and outcomes are delivered. * Ability to manage stressful and complex situations within the boundaries of Local Authority policy and statutory expectations. * Significant proven experience at managing complex change including securing buy-in from internal and external stakeholders. * Ability to work effectively with internal and external and partnership settings, to communicate with and persuade a wide range of stakeholders. * Ability to manage the performance of whole teams and hold managers to account for the performance of their teams. * Effective analysis, reflection and judgement skills * Ability to identify areas of Educational Psychology / Learning Support Service functioning in need of development and to plan, implement and evaluate initiatives to address these. * Able to demonstrate and articulate an ambitious vision for the Educational Psychology and Learning Support Service, which has a clear focus on improving outcomes of children and young people with SEND and SEMH at its core * High professional and personal standards. * Promotes and models innovative practice. * Emotionally intelligent. * Reflective Practitioner | | |
| **Equalities** | * To be able to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the Council’s Equalities & Inclusion Policy as well as ensuring this is embedded within service delivery.   . |
| **Other requirements** | * Ability to work flexibly and at times at various times of the day including evenings and weekends. |