

Person Specification

Job Title	Deputy Principal Educational Psychologist
Grade	Soulbury B9-11
Service/Section	Children's Services
Directorate	Inclusion, Learning & Achievement

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Essential/ Desirable
Knowledge	
Educated to Masters degree or Doctorate level, including being a qualified Educational Psychologist and member of the Health and Care professional Council (HCPC).	E
Extensive knowledge of SEND legislation, safeguarding, statutory assessment processes, inclusion and contemporary developments in Educational Psychology.	E
Post-qualification leadership, management, organisational development or coaching qualification.	D
Knowledge of strategic developments across education, health and social care and their implications for Educational Psychology services	D
Skills and Abilities	
Ability to provide professional and operational leadership within an Educational Psychology Service, balancing strategic priorities with day-to-day service delivery.	E
Ability to lead, motivate, supervise and develop staff, building individual and team capacity and promoting high professional standards.	E
Ability to manage complex and competing demands, exercise sound professional judgement and make effective decisions in challenging situations.	E
Ability to analyse complex information and communicate effectively with a wide range of professional and non-professional audiences.	E
Experience of budget monitoring and financial management, including contributing to service planning, traded service development and the effective use of resources.	E
Ability to contribute to strategic planning, policy development and partnership working across organisations and systems.	D

Experience	
Substantial leadership and management experience within an Educational Psychology Service, including responsibility for supervising and developing staff, leading significant areas of service delivery, and contributing to operational decision-making and service performance.	E
Substantial experience of leading and implementing service development, quality assurance, operational improvement or organisational change initiatives that have demonstrably improved service delivery and outcomes for children and young people.	E
Experience of deputising for a Principal Educational Psychologist or equivalent senior leader.	D
Experience of overseeing statutory assessment processes, supporting tribunal work and providing oversight of complex or high-risk casework.	D
Equal Opportunities	
Understanding of and commitment to anti-racist, anti-discriminatory and culturally responsive practice, and the ability to apply these principles in professional leadership and service delivery.	E
Understanding of and commitment to the Council's equal opportunities policies and ability to put these into practice in the context of the post.	E
Understanding of and commitment to achieving the Council's staff values and ability to put these into practice in the context of the post.	E