

Person Specification – Principal Educational Psychologist

The essential requirements for this post and how candidates will be assessed are set out below. Where 'application form' is the method of assessment, candidates should evidence that they meet these criteria, to be successful at the shortlisting stage.

Essential Requirements	Method of Assessment
Qualifications • Recognised postgraduate qualification in Educational Psychology • Current Health and Care Professions Council registration as an Educational Psychologist. • Evidence of continuing professional development and expertise relevant to the grade of the post which embeds detailed understanding of SEND principles, effective leadership and management of continuing improvement of service standards.	Application Form
Experience • Significant recent post-qualification experience as an Educational Psychologist practitioner within a council service • A broad depth of knowledge and experience including working with children and young people with SEND aged 0–25 years. • Experience of leading, managing and developing educational psychology initiatives and practice. • Maintaining and generating effective multi-agency working with a range of professional partners and stakeholders. • Ongoing commitment to quality assurance methodology, professional supervision, and workforce development. • Experience of statutory EHC needs assessment processes, psychological advice, tribunal or appeal-related activity and multi-agency decision-making. • Experience of taking responsibility for areas of service development incorporating areas of strategic development within the council strategic development plan relating to strategic SEND or inclusion priorities.	Application Form / Interview

• Have awareness of national legislation, change management partnership working standards.	
Knowledge and Understanding • Strong understanding of SEND legislation, statutory guidance, SEND Reform and the role of educational psychology within local area partnership arrangements. • Knowledge of evidence-based psychological theory, research and practice, including consultation, assessment, therapeutic intervention and systemic approaches. • Understanding of safeguarding, information governance, GDPR, equality, diversity and inclusion, and the responsibilities of working with children, young people and families. • Knowledge of service planning, performance management, budget awareness and approaches to securing value for money within a public service context.	Application Form / Interview / Skills-based assessment
Skills and Abilities • Ability to provide visible, inclusive and effective leadership to a specialist professional service. • Ability to analyse complex information, make sound professional judgements and provide clear advice to senior leaders, panels and partners. • Excellent communication, social skills, consultation and influencing skills with children, young people, families, education settings and multi-agency partners. • Ability to manage competing priorities, high-volume statutory work and service improvement activity within required timescales. • Ability to develop systems, quality assurance arrangements and practice models that improve outcomes and promote confidence in service delivery.	Application Form / Skills-based assessment / Interview
Other Requirements • Commitment to safeguarding and promoting the welfare of children and young people. • Commitment to equity, diversity and inclusion, co-production and partnership working. • Willingness to work flexibly across TfC establishments and partnership settings as required.	[Application Form / Interview]

• Willingness to participate in TfC leadership and management development activity where appropriate. • Enhanced DBS clearance will be required for this role. • Willingness to participate in the TfC in-house Leadership and Management Programme (Cultivate/Empower/Elevate) • Willingness to form part of the TfC Coaching Programme and commitment to the development of other TfC future leaders and managers through Thrive@TfC	
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Date: August 2026