

<b>Job Title:</b>	Senior Clinical Psychologist - Housing First Multi-Disciplinary Health Team
<b>Location:</b>	Dublin
<b>Reports to:</b>	Head of Services, Coolmine Therapeutic Community
<b>Job Type:</b>	Full-Time – 5 Year Fixed Term Contract
<b>Hours:</b>	35 hours per week.
<b>Salary:</b>	€97,528
<b>Purpose:</b>	<p>The Housing First programme is a person-centred, evidence-based approach that supports individuals with complex health and social care needs to move directly into permanent housing, without preconditions. Delivered through a multidisciplinary team (MDT) model and Case Management support, the programme provides intensive, flexible, and integrated support to enable sustained tenancies and improved health and wellbeing outcomes</p> <p>The Housing First Model in Dublin brings together the Health MDT and the Intensive Case Management Team to ensure accessible and person centred supports are delivered to people living in Housing First Tenancies Across Dublin City and County. The Senior Clinical Psychologist for Housing First will be a key leadership role to ensure the MDT works within the fidelity of the Housing First model and to the highest standards of clinical practice.</p>
<b>Contact Email:</b>	<a href="mailto:Dylan.Murphy@coolminetc.ie">Dylan.Murphy@coolminetc.ie</a>
<b>Application Ref.</b>	HR/DUB/HSF/SCP/0925

The Senior Clinical Psychologist will have a pivotal role within the Housing First Multi-Disciplinary Team (MDT). This team forms part of a collaborative consortium between Coolmine and Ana Liffey Drug Project, who are working in partnership to establish a Housing First MDT and deliver an integrated Housing First model. Together, the organisations bring their combined expertise to support individuals with complex needs, ensuring the delivery of coordinated, client-centred care. The Senior Clinical Psychologist will provide specialist input within this MDT, contributing to high-quality, clinically informed practice

The ideal candidate for the Housing First Senior Clinical Psychologist role will be an experienced, values-driven professional with strong clinical expertise and strategic leadership capability. They will demonstrate a deep commitment to the core principles of the Housing First model, including harm reduction, trauma-informed care, and unconditional support. As a senior clinician within the multidisciplinary team, the postholder will play a key role in shaping service delivery and ensuring psychologically informed, person-centred care for Housing First tenants.

In addition to delivering high-quality psychological interventions, the postholder will provide clinical leadership and contribute to the development and implementation of best practice across the service. They will collaborate closely with the Assistant Director of Nursing to maintain effective clinical governance and ensure integrated, evidence-based care. The role will involve active engagement with internal and external stakeholders to support collaborative, cross-agency working.

The Senior Clinical Psychologist will also line manage assigned MDT members, including a Psychologist and a Senior Occupational Therapist, ensuring effective supervision, performance management, and professional development within a supportive team culture

#### **Role & Responsibilities:**

- Delivering high-quality psychological services in line with evidence-based practice and the principles of the Housing First model.
- Work collaboratively with the Intensive Case Managers and Housing Support Teams to ensure coordinated, person-centred care planning and delivery, supporting the integration of clinical and housing interventions in line with Housing First principles.
- Managing a clinical caseload appropriate to the needs of the Housing First client group.
- Conducting comprehensive psychological assessments, drawing on a range of tools including psychometric tests, self-report measures, observation, and interviews with clients, keyworkers, and relevant stakeholders.
- Developing and implementing individualised psychological care plans and therapeutic interventions informed by robust clinical formulation and in collaboration with MDT colleague and partners
- Taking clinical responsibility for the assessment, intervention, and discharge planning of clients receiving psychological care.
- Contributing a psychological perspective to MDT care planning, joint case reviews, and multidisciplinary meetings.
- Providing timely, accurate, and professional reports in line with relevant clinical, ethical, and legal standards.
- Supporting the development and embedding of Psychologically Informed Environments (PIE) and Trauma-Informed Practice across the Housing First service.
- Actively contributing to intensive service provision through effective communication, information sharing, and collaboration with team members and external stakeholders.
- Building and maintaining strong working relationships with statutory and voluntary services to support coordinated care pathways.
- Participating in MDT meetings, strategic planning forums, and case conferences as required.
- Ensuring that professional practice remains within defined competence and is guided by professional codes of ethics, governance frameworks, and current legislation.
- Advocating for the psychological needs of clients within and outside of the MDT, ensuring their voices are reflected in care planning and service development.

- Supporting clients to access external services where appropriate, including referrals to specialist supports.
- Support the MDT and Intensive Case Managers (ICMs) in developing behaviour support plans, including strategies for engaging and supporting clients who are reluctant to engage directly with psychological services, ensuring their needs are still met through trauma-informed, client-centred approaches.
- Design and deliver bespoke training sessions for Intensive Case Managers (ICMs) and MDT members to enhance their skills and confidence in working with and supporting Housing First participants with a range of psychological conditions, including psychosis, dual diagnosis, and borderline personality disorder

### Management and Leadership

- Provide strategic clinical leadership within the Housing First MDT, supporting the development and delivery of high-quality, evidence-based psychological and therapeutic services.
- Line manage assigned MDT members, including a Psychologist and a Senior Occupational Therapist, ensuring effective supervision, performance management, and professional development.
- Work collaboratively within their own discipline alongside the Assistant Director of Nursing to support intensive and coordinated care, with the ADON holding final decision-making responsibility, and whom holds the role of clinical lead for the MDT.
- Foster a cohesive, collaborative team culture, promoting shared decision-making and reflective practice within a trauma-informed, person-centred framework.
- Actively contribute to the operational planning, development, and evaluation of clinical services, in collaboration with the ADON and stakeholders
- Lead and support service development initiatives that enhance outcomes for Housing First participants, particularly those with complex mental health and social care needs.
- Represent the psychological component of the MDT in collaborative work with key stakeholders, including the HSE, DCC and Housing Support providers
- Ensure that clinical practices align with national policy, Housing First principles, and the service level agreement, with robust governance and adherence to professional standards.
- Oversee and contribute to the collection and analysis of clinical data and outcomes, informing service improvement and resource prioritisation

### Clinical Governance

- Ensure all psychological interventions are delivered in line with national best practice standards, relevant legislation, and professional ethical guidelines.
- Promote and maintain a culture of clinical excellence, accountability, and continuous quality improvement within the Housing First MDT.
- Implement and monitor clinical risk assessment and management procedures to safeguard clients and staff, particularly in the context of complex and high-risk presentations.
- Ensure appropriate clinical supervision structures are in place for psychology and relevant MDT staff, in line with professional requirements.
- Contribute to the development, implementation, and review of clinical policies, protocols, and procedures specific to the Housing First programme.

- Lead or participate in clinical audits and quality assurance initiatives to monitor effectiveness, identify gaps, and inform service enhancements.
- Ensure compliance with data protection, documentation, and record-keeping standards, including the secure management of sensitive client information
- Collaborate with MDT leads to review adverse events, complaints, and incidents, supporting transparent learning and service improvement.
- Promote reflective practice and ethical decision-making within the MDT, including structured debriefing and peer review where appropriate
- Champion service user involvement and feedback in shaping clinical governance processes and service delivery.

### Research & Evaluation

- Participating in ongoing evaluation of clinical work and outcomes to inform service development and quality improvement.
- Supporting data collection, analysis, and reporting on psychological interventions and outcomes.
- Contributing to research initiatives and service audits that promote best practice within the Housing First MD

### Professional Knowledge & Experience

- Demonstrated expertise in conducting comprehensive psychological assessments for individuals with multiple and complex needs, including co-occurring mental health, substance use, trauma, and neurodevelopmental conditions. Ability to identify and communicate clinical diagnoses in a clear, empathetic, and clinically effective manner to support engagement, understanding, and change.
- Advanced skills in developing integrative case formulations grounded in bio-psycho-social frameworks, incorporating evidence-based psychological theories to guide collaborative care planning.
- Proven ability to design and implement tailored treatment plans that are trauma-informed and aligned with the unique needs and strengths of each individual.
- Competence in delivering a range of generalist and specialist psychological interventions to individuals, groups, and families, using flexible, person-centred approaches that promote engagement and continuity of care.
- Capacity to facilitate access and sustained engagement with wider community-based supports and resources that enhance recovery, social inclusion, and quality of life.

### Required Qualifications

- A recognised postgraduate professional qualification in Clinical Psychology (Doctoral level NFQ 10 or equivalent) as validated by the Psychological Society of Ireland (PSI) or an equivalent body.
- Full registration with the PSI (or eligibility for same) under the Clinical Division.
- A minimum of 5 years post-qualification experience working in a clinical setting, with at least 2 years at a senior level.
- Demonstrated experience in working with individuals with complex and enduring mental health needs, including dual diagnosis (mental health and substance use), trauma, homelessness, and/or neurodiversity.

- Formal training and supervised experience in psychological assessment, formulation, and intervention using a range of evidence-based models (e.g., CBT, ACT, DBT, trauma-informed approaches).
- Proven track record in multi-disciplinary and inter-agency collaboration, with experience contributing to clinical governance, service development, and staff training.
- Excellent written and verbal communication skills, including the ability to produce high-quality clinical reports and contribute to case reviews, audits, and quality assurance processes.
- Commitment to Housing First principles, including harm reduction, client choice, and person-centred, recovery-oriented practice

### Core Competencies

- Demonstrated excellence in clinical communication, interpersonal engagement, and client-centred service delivery.
- Proficiency in IT systems relevant to clinical documentation, case management, and data reporting.
- Proven ability to manage competing priorities and deliver high-quality outputs within tight deadlines.
- A high level of professional integrity, with a clear alignment to the mission, vision, and therapeutic ethos of Housing First and Coolmine, the employing organisation.
- Experience in supervising, supporting, and developing clinical staff in line with best practice standards.
- Ability to engage confidently with internal and external stakeholders of Housing First and Coolmine, influencing both operational and strategic discussions.
- Skilled in presenting at internal and external meetings, including clinical reviews, interagency forums, and stakeholder briefings.
- Strong analytical and written communication skills, including the ability to produce clinical, operational, and evaluation reports.
- Proven leadership capacity, demonstrated through guiding multidisciplinary teams during periods of growth or service development.
- Commitment to clinical excellence and continuous staff development through reflective practice, consultation, and coaching.
- Evidence of innovative thinking and solution-focused approaches to service delivery within complex care environments.
- Embody and promote the values, inclusive ethos, and trauma-informed principles upheld by Housing First and Coolmine.
- Commitment to creating a safe, equitable, and supportive working environment that adheres to Equal Opportunities and Health & Safety legislation



**Application Process:**

Interested candidates who meet the Person Specification requirements should send their CV & cover letter to Dylan Murphy, HR Coordinator on [Dylan.Murphy@coolminetc.ie](mailto:Dylan.Murphy@coolminetc.ie)

Please quote the application reference number **HR/DUB/HSF/SCP/0925**

The closing date for applications is **Monday the 8<sup>th</sup> of September 2025.**

**Coolmine Therapeutic Community is an equal opportunities employer.**

*Please find our Candidate Privacy Notice - <https://www.coolmine.ie/candidate-privacy-notice/>*