

# Person Specification

	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> <li>▪ <b>Diploma/Degree in Physiotherapy.</b></li> <li>▪ <b>HPC registered.</b></li> <li>▪ <b>Minimum 18 months post-graduate experience. (&gt;12 months to be considered for development role.)</b></li> <li>▪ <b>Evidence of CPD maintained in a portfolio, Including attendance at recent post graduate courses relevant to acute medicine</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Membership of the Chartered Society of Physiotherapy.</b></li> <li>▪ <b>Membership of Special Interest Groups</b></li> </ul>
Experience and Skills	<ul style="list-style-type: none"> <li>▪ <b>18 Months Relevant clinical postgraduation experience. (&gt;12 months to be considered for development role.)</b></li> <li>▪ <b>Experience with supervision of band 5 physiotherapy staff/students/assistants or technical instructors.</b></li> <li>▪ <b>Experience of teaching Band 5 physiotherapists, students, and peers.</b></li> <li>▪ <b>Ability to work within an integrated team</b></li> <li>▪ <b>Evidence of extended skills.</b></li> <li>▪ <b>Complex discharge planning experience.</b></li> <li>▪ <b>Experience in respiratory physiotherapy care.</b></li> <li>▪ <b>On-call trained</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Experience working with consultants, in the field of acute hospital care.</b></li> <li>▪ <b>Evidence of advanced courses in acute care.</b></li> <li>▪ <b>Experience of quality/service improvement.</b></li> <li>▪ <b>Leadership courses</b></li> </ul>
Management	<ul style="list-style-type: none"> <li>▪ <b>Ability to manage junior members of staff.</b></li> <li>▪ <b>Ability to problem-solve.</b></li> <li>▪ <b>Ability to work under pressure.</b></li> <li>▪ <b>Experience of effective delegation</b></li> <li>▪ <b>Clear vision of role and commitment to Acute Medicine and Integrated working.</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Coaching skills</b></li> <li>▪ <b>Experience in having difficult conversations</b></li> </ul>

Personal	<ul style="list-style-type: none"><li>▪ <b>Committed to personal and departmental development.</b></li><li>▪ <b>Able to work well with others and pass on skills and knowledge.</b></li><li>▪ <b>Able to maintain judgement under pressure.</b></li><li>▪ <b>Approachable</b></li><li>▪ <b>Be motivated, driven and enthusiastic.</b></li><li>▪ <b>Positive attitude at work</b></li></ul>	
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	<ul style="list-style-type: none"> <li>▪ <b>Maintain confidentiality.</b></li> <li>▪ <b>Ability to be empathic and discuss sensitive issues.</b></li> <li>▪ <b>Self-directed learning.</b></li> <li>▪ <b>Have good computer and telephone skills.</b></li> <li>• <b>Able to work contracted hours, but be flexible to meet the needs of the service.</b></li> <li>• <b>Able to work over 7-days</b></li> </ul>	
Research and Development	<ul style="list-style-type: none"> <li>▪ <b>To have experience of clinical audit process.</b></li> <li>▪ <b>Able to take initiative for development purposes.</b></li> </ul>	
Other Factors	<ul style="list-style-type: none"> <li>• <b>Able to work contracted hours but be flexible to meet the needs of the service.</b></li> <li>• <b>Able to complete shift work over 7 days</b></li> <li>• <b>To complete evening respiratory on call shifts on a rota basis.</b></li> <li>• <b>Hold an up-to-date UK driving licence and have access to a vehicle or able to make alternative transport arrangements.</b></li> </ul>	