

PERSON SPECIFICATION

JOB TITLE:	Clinical Team Lead – Surgery
JOB BAND:	7

GUIDANCE FOR MANAGERS:

This document will not be used for the purpose of advertising the post but should be used as a tool to assist in the shortlisting of candidates. All role requirements detailed in this document, both essential and desirable that will be used to assess the suitability of a candidate must be added to the Role Requirements tab on the Trac System.

Qualifications & Education	Weighting (Essential or Desirable)
Degree/Diploma in Occupational Therapy or Physiotherapy	Essential
Health Care Professional Council registration	Essential
Evidence of professional development and regular study since qualification	Essential
Practice/clinical Educator	Essential
Management or supervision qualification	Desirable
Member of CSP / COT	Desirable

Knowledge and Training	Weighting (Essential or Desirable)
Member of local/national special interest group	Desirable
Relevant validated clinical courses/MSc modules	Desirable
Participation in service development	Essential
Skilled practitioner who can act as a role model in both clinical and non-clinical setting	Essential

Experience	Weighting (Essential or Desirable)
Significant experience as Band 6 practitioner	Essential
Experience in wide range of clinical areas, and demonstrates ability to work as specialist in clinical area	Essential

Experience in clinical and non-clinical supervision of staff members	Essential
Evidence of supervision of students	Essential
Previous participation in audit	Essential
Knowledge of clinical governance and its application	Essential
Evidence of IT skills	Essential
Experience in research	Desirable
Experience in policy development and implementation	Desirable
Experience of implementing change within a team/service	Desirable

Communication & Relationship Skills	Weighting (Essential or Desirable)
Able to teach within speciality to a wide variety of staff	Essential
Ability to demonstrate negotiating and influencing skills	Essential
Able to demonstrate effective leadership and management skills with a small team	Essential
Evidence of having developed team working skills and implemented teamwork practices	Essential
Demonstrate influencing skills to challenge traditional methods and win support for new ideas	Essential
Ability to work within a team and develop others	Essential
Evidence of excellent written and verbal communication and interpersonal skills	Essential
Able to demonstrate team leadership skills to support and work flexibly within the team and wider department	Essential

Analytical & Judgement Skills	Weighting (Essential or Desirable)
Able and willing to use initiative	Essential
Able to cope with distressing or emotional circumstances	Essential
Evidence of commitment to improving standards of patient care through effective and efficient therapy intervention	Essential
Knowledge of current clinical development, evidence based practices and professional issues affecting Therapy Evidence of willingness to undertake further education/training as required	Essential

Planning & Organisational Skills	Weighting (Essential or Desirable)
Evidence of organisational and time management skills	Essential
Ability to travel between Trust sites efficiently	Desirable
Able to cope with some unpredictable work patterns and changing circumstances	Essential

Physical Skills	Weighting (Essential or Desirable)
Ability to undertake physical demands of the post especially therapeutic manual handling	Essential

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
Able to provide safe, caring, and effective services	Essential
Values and behaviours that reflect the Trust values of Care, Respect and Responsibility	Essential
Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued	Essential

Prepared by:	Louise Brookes, Therapy Lead
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