

PERSON SPECIFICATION

OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'

JOB TITLE: Senior Occupational Therapist

DEPARTMENT: CAMHS Occupational Therapy

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education/Qualifications	Degree or Diploma in Occupational Therapy. HCPC Registration	Additional relevant qualifications, e.g. counselling, CBT, etc	AF/IN
Knowledge	Appropriate assessment techniques. Advanced/working knowledge of pathology and occupation in its widest sense, e.g. Mental Health, musculoskeletal, neurological, sensory impairment, the impact of the aging process on function. Theories of group work. Research methods including critical evaluation of evidence. Models of supervision. Learning Theory Working knowledge of the prescription of aids and adaptations to independent living.	Specialist assessments. CPA process Mental Health Act Model of Creative Ability Recovery College SI training	AF/IN

	Risk assessment		
Skills/Experience	<p>Literate in IT/Computer Skills</p> <p>Good oral communication skills based on fluency on the English language</p> <p>Utilisation of appropriate assessment techniques to assess individual's abilities in relation to their desired goals in everyday activities including mobility</p> <p>Application of advanced/working knowledge in order to plan and achieve realistic outcomes for individuals and groups – physical and mental health.</p> <p>Utilise interpersonal skills which motivate individuals including those with cognitive impairment and their carers to take control of their everyday activities of self-care, leisure and quality of life.</p> <p>Group work programme planning skills.</p> <p>Apply a variety of treatment modalities in group and one to one format.</p> <p>Work with and through others to achieve environmental modifications that empower individuals and carers to achieve independence.</p>	<p>Experience working in a school/ education setting</p> <p>Administering CPA process.</p> <p>Supervision skills.</p> <p>Staff development skills.</p> <p>Audit and research.</p> <p>Membership of Special Interest Group.</p> <p>Working knowledge of other specialist techniques.</p> <p>Supervision of students.</p> <p>Supervision of unqualified staff.</p> <p>Working knowledge of Mental Health legislation.</p> <p>Recovery College</p>	AF/IN

	<p>Integrate theory and practice and demonstrate creative problem-solving processes.</p> <p>Critically reflect on and use evidence in order to develop best practice.</p> <p>To work and manage self independently.</p> <p>High standard of communication skills written and verbal.</p> <p>Previous experience of working in a CAMHS or inpatient mental health setting.</p> <p>Group work.</p> <p>Home visits</p>		
Personal Qualities	<p>Shares the Trust's Beliefs and models this in their attitude and behaviour:</p> <p>Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate.</p> <p>Effective boundary setter.</p> <p>Strong service user orientation.</p> <p>Able to cope with change.</p>	<p>Local knowledge of resources available to meet needs of people with mental health problems.</p> <p>Able to champion change.</p>	AF/IN

	<p>Evidence of effective team player disposition.</p> <p>Ability to present a confident personal persona.</p> <p>Interests separate from work</p> <p>Good sense of humour</p> <p>Non-judgemental attitude.</p> <p>Flexible approach.</p> <p>Assertive</p>		
Additional Qualities	<p>Evidence of a planned approach to work/home life balance.</p> <p>A full valid driving licence and access to a car for business use.</p> <p>Ability to travel across sites and across Trust boundaries to attend meetings, etc.</p>		AF/IN