

**PERSON SPECIFICATION**  
**Band 6 Occupational Therapist**

	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> <li>▪ <b>Diploma/Degree in Occupational Therapy</b></li> <li>▪ <b>HPC registered.</b></li> <li>▪ <b>Minimum 12 months post-graduate experience</b></li> <li>▪ <b>Evidence of CPD maintained in a portfolio, including attendance at recent post graduate courses relevant to the speciality</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Membership of the Royal College of Occupational Therapy</b></li> <li>▪ <b>Membership of Special Interest Groups</b></li> <li>▪ <b>Minimum 18 months post-graduate experience (can be considered for a development framework post if more than 12 months post-graduation experience)</b></li> </ul>
Experience and Skills	<ul style="list-style-type: none"> <li>▪ <b>12 Months Relevant clinical post-graduation experience.</b></li> <li>▪ <b>Experience with supervision of junior staff/students/assistants.</b></li> <li>▪ <b>Experience of teaching junior staff, students and peers.</b></li> <li>▪ <b>Ability to work within an integrated team</b></li> <li>▪ <b>Complex discharge planning experience.</b></li> <li>▪ <b>Knowledge of national and local drivers relating to Therapy within Frailty Services.</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Experience working within Frailty and Care of the Older person.</b></li> <li>▪ <b>Evidence of advanced courses in frailty.</b></li> <li>▪ <b>Evidence of extended skills.</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 work under pressure in a fast paced environment.</b></li> <li>▪ <b>Experience of effective prioritisation and delegation.</b></li> <li>▪ <b>Clear vision of the role and commitment to speciality.</b></li> <li>▪ <b>Have excellent communication skills and be able to confidently carry out difficult and challenging conversations with staff, patients, and relatives/carers.</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Evidence of leadership/management process training/courses completed.</b></li> </ul>
Personal	<ul style="list-style-type: none"> <li>▪ <b>Committed to personal and departmental development.</b></li> </ul>	

	<ul style="list-style-type: none"> <li>▪ <b>Able to work well as a team and pass on skills and knowledge to others.</b></li> <li>▪ <b>Able to maintain judgement under pressure.</b></li> <li>▪ <b>Have motivation, drive and enthusiasm.</b></li> <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 IT and telephone skills.</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>Hold an up-to-date UK driving licence and have access to a vehicle or able to make alternative transport arrangements.</b></li> </ul>	