

Person Specification

Job Title:	Orthoptist	Band:	5
	Essential	Desirable	Method of Assessment
Qualification	Degree or equivalent in Orthoptics HCPC Registration	Member of BIOS	Application Form Interview
Experience	Evidence of CPD and ongoing competence to practice Experience of clinical research and audit	Use of teaching aids Formal presentations	Application Form Evidence of CPD
Skills	Excellent interpersonal skills Adapts communication skills when barriers to understanding e.g., hearing impairment Non-verbal communication skills Reflective practitioner Keyboard and IT skills Accurate documentation Effective communication	Knowledge of Experience of LogMAR testing Experience of Humphrey Field testing Experience of Auto Refractor Ability to speak Welsh	Application Form Interview
Knowledge	Ability to analyse clinical data and formulate management plans Significant organisational skills Effective time management Practises evidence-based practice Maintain / update knowledge of current orthoptic best practice HCPC Standards of conduct, performance and ethics HCPC Standards of proficiency	<ul style="list-style-type: none"> • Involvement in audit / research BIOS Code of Conduct BIOS Competency standards and / professional practice guidelines 	Application Form Interview Evidence of CPD

<p>Personal Attributes</p>	<p>Ability to work autonomously and as part of a team, adhering to protocols Flexible approach to meet the demands of the Service Commitment & self-motivation Compassion, Empathy/ understanding, able to cope with highly emotional/distressing circumstance, able to manipulate equipment, some of which requires high levels of speed and hand/eye coordination Tolerance. Ability to cope with unpleasant and noisy conditions, smells, verbal abuse and aggression</p>	<p>Facilitator skills</p>	<p>Interview / references</p>
<p>Other</p>	<p>Able to move between sites within ABUIB as the job role demands</p>		<p>Application /interview</p>