

**PERSON SPECIFICATION**

**Job Title**      **Hounslow Falls and Bone Health Service Clinical Lead OT**

**Band**            **7**

Attribute	Essential	Desirable	Evidence to support assessment Application/Interview/Test
<b>Qualifications and knowledge</b>			
1. Diploma / degree Occupational Therapy	X		A
2. Health and Care Professions Council Registration	X		A
3. Specialist knowledge gained through post graduate courses such as: <ul style="list-style-type: none"> <li>• osteoporosis management</li> <li>• falls risk factors</li> <li>• falls and fracture prevention and management</li> </ul>	X		A
4. Evidence of personal/ professional development (portfolio) and the use of evidence-based practice in the clinical setting	X		A
5. Management qualification		X	A
6. Knowledge of National Service Frameworks and clinical guidelines for older people and those at risk of Falls	X		A / I
7. Understanding of clinical governance and its implications for services, including experience of quality issues and audit.	X		A / I
8. Good understanding of data, its evaluation and application in clinical service management and improvement	X		A / I

<b>Experience</b>			
9. Working in the NHS at a specialist or advanced level, in the field of falls prevention.	X		A / I
10. Providing professional/clinical leadership	X		A / I
11. Clinical education of less experienced staff, students or assistants	X		A / I
12. Supervising and managing junior staff	X		A / I
13. Cross organisational / MDT working	X		A / I
14. Use of evidence-based practice in the clinical setting	X		A / I
15. A good understanding of clinical governance including quality, audit and risk management and its relevance to this clinical area	X		A / I
16. Utilising management skills	X		A / I
17. Motivating and managing others to achieve effective performance	X		A / I
18. Relevant special interest group membership		X	A / I
<b>Skills and Abilities</b>			
19. Able to demonstrate a commitment to the HRCH values (Care, Respect, Communication)	X		A / I
20. Understand the legal responsibility of Professional Standards & Regulations, national & trust Policies (e.g., Information governance, Equality & Diversity, Health & Safety)	X		A / I
21. To work as an autonomous practitioner and have the ability to organise, prioritise and delegate work, in a timely fashion.	X		A / I
22. Excellent communication skills, being able to present information in a clear and logical manner, with well-developed influencing, persuading and negotiating skills.	X		A / I

23. Able to work collaboratively with the multidisciplinary team	X		A / I
24. Commitment and ability to develop others through CPD/PDP/In-service training	X		A / I
25. Able to formulate information in a clear and logical manner in line with professional body/Trust standards in both a written and verbal format [e.g. treatment records, legal reports]	X		A / I
26. Presentation skills	X		A / I
27. Ability to cope with stressful situations and where conflicts may arise.	X		A / I
28. Ability to critically appraisal own and others work	X		A / I
29. IT literate with ability to use technology and digital solutions with patients and in the operation of the service	X		A / I
30. Good time management - ability to prioritise, delegate and organise	X		A / I
31. To work as an autonomous practitioner	X		A / I
32. Ability to work under pressure	X		A / I
33. Ability to run internal/external courses	X		A / I
34. Evidence of participation in audit / research and evaluation	X		A / I
35. Evidence of having led/participated in service development and /or improvement initiatives	X		A / I
<b>Personal Attributes</b>			
36. Ability to demonstrate empathy, sensitivity and tact	X		A / I
37. Be able to motivate others including staff and patients, verbally, in writing and via electronic tools	X		A / I
38. Able to work as a team member and leader, being flexible, reliable, committed, and adaptable to change	X		A / I
39. Mature, friendly, confident, and efficient in dealing with people at all levels, with ability to demonstrate	X		A / I

empathy, sensitivity, and tact.			
40. Able to problem solve and take initiative and leadership appropriately	X		A / I
41. Able to delegate tasks appropriately to maximise the potentials of the team	X		A / I
42. Able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities	X		A / I
<b>Other Essential</b>			
43. Must be able to travel independently across the Borough	X		A / I
44. Car owner/driver and in possession of a full, current, clean UK driving licence		X	A / I