

PERSON SPECIFICATION

This is a specification of the qualifications, experience, skills, knowledge and abilities that are required to effectively carry out the responsibilities of the post (as outlined in the job description) and forms the basis for selecting a candidate.

Highly Specialist Neurological Occupational Therapist

BAND 7

REQUIREMENTS	Please Tick One Box		Please Tick One Box			Method used to Support Assessment	Evidence to Support Assessment
	Essential	Desirable	Fully Met	Partially Met	Not Met		
Education/Qualifications and Knowledge <i>(please note you will need to provide documental evidence of your qualifications and/or professional registration as part of the recruitment process)</i> Degree (or equivalent) in Occupational therapy HCPC Registration MSc or equivalent Member of Special Interest Group e.g. NANOT Professional practice educator's course Demonstrate knowledge of national standards of practice and guidelines	* * * * *	*					

Post-registration clinical course/workshops in areas specific to working with neurological clients with complex disabilities. Eg: Normal Movement/ Motor Relearning Tone Management Wheelchair & Special Seating Assessment AMPs Trained Fatigue management Perceptual/cognitive assessments/treatment First Line Management Basic counselling or motivational interviewing Goal setting Basic splinting	*						
Experience							
Substantive post-graduate clinical OT experience required within a physical setting and including specific neurological post graduate experience.	*						
Previous Band 6 level experience using OT models of practice	*						
Strong concept of OT role with all round general experience in the assessment and treatment of clients with complex disabilities including most of the following: In Patient Neurological/ Rehabilitation Community Wheelchairs & Special Seating Relevant standardised assessments Group work	*						
Experience within a rehabilitation setting	*						
Use of problem or goal orientated notes e.g. SOAP	*						
Experience of supervising and appraising staff	*						
Experience of teaching and presenting to junior staff, students, other professionals and public.	*						
Comprehensive knowledge of role of other professionals and	*						
Participation in audit/ quality improvement/ research/evaluation of practice							

Experience of clinical governance in practice with examples of participation in projects / leading on projects	*						
Skills and Abilities							
Evidence of autonomous practitioner able to work unsupervised at a specialist level analysing, planning and coordinating highly specialist OT programmes	*						
Ability to work under pressure, set priorities and manage time effectively with regards to own and team caseload	*						
Ability to effectively delegate and monitor staff's ability to effectively deliver OT in a timely manner	*						
Commitment to stroke and neuro OT evidence-based practice	*						
Ensure key worker role embedded within OT service	*						
Evidence effective multidisciplinary work within an In Patient setting and working with a wide range of external agencies	*						
Able to self-motivate	*						
	*						
Flexible approach to changing circumstances and strong negotiating/ communication skills to ensure that difficult situations are managed with empathy and respect.	*						
To have the ability and experience in applying physical skills and effort in the treatment of clients with complex disabilities using safe manual handling practice	*						
To understand the needs of people from different ethnic origins	*						
Fluency in written and spoken English	*						
		*					
Intermediate IT skills	*						
Demonstrate awareness of OT code of ethics re confidentiality							