



PERSON SPECIFICATION

Post: Senior Physiotherapist		Date Updated: February 2024
	Essential Criteria	Desirable Criteria
Qualifications and Experience	<p>a) Candidates for appointment must:</p> <ul style="list-style-type: none"> i. Be registered, or be eligible for registration, on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU. And ii. Have three years full time (or an aggregate of three years full time) post qualification clinical experience. And iii. Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office. And iv. Provide proof of Statutory Registration on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU before a contract of employment can be issued. v. Be eligible to work in the state vi. Valid driving licence for within the state / jurisdiction with access to own transport in order to deliver services across a large geographical area <p><u>Annual Registration</u></p> <ul style="list-style-type: none"> vii. On appointment practitioners must maintain annual registration on the Physiotherapists Register maintained by the Physiotherapists Registration 	<ul style="list-style-type: none"> • A minimum of 1 year's Physiotherapy paediatric experience working with children with disabilities • Experience with : <ul style="list-style-type: none"> ○ Managing Tone ○ Managing posture ○ Service development • Experience and/or training in clinical supervision. • Group work • Supervision of other staff and students • Physiotherapy caseload management • Knowledge and experience of Hydrotherapy intervention • Experience of delivering education and / conducting research • Experience in service development and practice standards development • Experience in coordinating clinics and leading and working at a consultative level in clinics alongside consultant and other lead therapists

	<p>Board at CORU And viii. Practitioners must confirm annual registration with CORU to Enable Ireland</p>	<ul style="list-style-type: none"> • Experience in managing databases such as hip surveillance, surgery, Botulinum Toxin, etc. and conducting audits
<p>Organisational and Professional Knowledge</p>	<ul style="list-style-type: none"> • Demonstrate development of professional reasoning and behaviour showing a clear understanding of the role of the Physiotherapist working within the disability sector with a range of physical, sensory, learning disabilities, autism or developmental delay. • Demonstrate an understanding of the model of inter disciplinary team working. • Demonstrate a clear understanding a family centred approach in the delivery of services to children and young people with disabilities • Understanding and knowledge of Enable Ireland services • Understanding and knowledge of Progressing Disability Services for Children & Young People (PDS) • Understanding and knowledge of clinical support and supervision. • Evidence and commitment to continuous professional development. • Knowledge of a range of assessment and intervention approaches relevant to children 0 – 18 years with a range of disabilities. 	<ul style="list-style-type: none"> • Knowledge of the disability sector and related areas.
<p>Core Competencies</p> <p>Planning & Managing</p>	<p>The post holder will demonstrate an ability with regard to:</p> <ul style="list-style-type: none"> • Manage a caseload including the ability to carry out/contribute to assessments, interventions and diagnosis to children 0 – 18 years with a range of disabilities/ developmental delay including physical, sensory, learning disabilities and autism. • Provide clinical supervision to basic 	

	<p>grade staff, students or volunteers to ensure the maintenance of clinical service standards and assuring quality.</p> <ul style="list-style-type: none"> • Manage the overall performance of basic grade therapists, volunteers/students 	
Judgement & Evaluation	<ul style="list-style-type: none"> • Ability to understand the practices and protocol in decision making. • Ensure decisions made are professional, ethical and consistent in manner. • To recognise when further intervention in relation to decision making is required. • Make informed decisions based on best available information while taking into account the context and situation within which the decision is being made 	
Professional Development & Standards in Service	<ul style="list-style-type: none"> ▪ Deliver a quality evidence based service, and report on same as necessary. ▪ Demonstrates sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of children aged 0- 18 years with physical, sensory, learning disability, developmental delay and autism. <p>Have an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice.</p> <ul style="list-style-type: none"> • Participate in training in line with legal and professional standards ▪ Have a good working knowledge of Microsoft office packages and service related database systems 	<ul style="list-style-type: none"> ▪ Experience / knowledge of Orthotics, gait analysis ▪ Experience / knowledge of hydrotherapy ▪ Experience / knowledge of providing parent training ▪ Experience of working with children individually and in groups ▪ Experience / knowledge of Bobath therapy / neuro developmental intervention ▪ Experience / knowledge of casting
Team Working	<ul style="list-style-type: none"> • Realise the importance of teamwork in the planning and delivery of services. • Recognises the contribution of other clinical and professional staff. • Understands the complexity of working in a team and team dynamics. 	

	<ul style="list-style-type: none"> • Mentor and act as a role model for basic grade therapists, volunteers and placement students. 	
Leadership	<ul style="list-style-type: none"> • Shows evidence of managing change successfully. • Ability to influence people and events • Takes the responsibility for the achievement of service delivery targets • Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service • Build credibility and portrays the profession in a positive light by being professional and well informed by demonstrating determination and initiative to achieve results and improve the service 	
Building & Maintaining Working Relationships	<ul style="list-style-type: none"> • Very good interpersonal and communication skills. • Communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Understands the importance of good communication within the organisation 	
Special Aptitudes	<ul style="list-style-type: none"> • Flexibility in service delivery. • Proactive approach to overall performance • Willingness to embrace organisational development and change • Ability to provide service across teams and across a large geographical area. • Driving License with access to own transport 	