



## PERSON SPECIFICATION

**Post:** Basic Grade Occupational Therapist

**Date Updated:** August 2019

| FACTORS  | ESSENTIAL   | DESIRABLE   |
|--|---|---|
| <b>QUALIFICATIONS AND EXPERIENCE</b>             | <ul style="list-style-type: none"> <li>• A recognised validated University Degree or Diploma or an equivalent qualification in Occupation Therapy.</li> <li>• CORU Registration</li> <li>• Be eligible to work in the state.</li> <li>• Some experience working with children with disabilities and their families.</li> </ul>  | <ul style="list-style-type: none"> <li>• Interdisciplinary team working.</li> <li>• Experience in 0-18 years' age group.</li> <li>• Post qualification experience in paediatric disability setting.</li> <li>• Any relevant post graduate training specific to child disability services.</li> <li>• Experience in conducting Assessment of need.</li> </ul>  |
| <b>ORGANISATIONAL AND PROFESSIONAL KNOWLEDGE</b> | <ul style="list-style-type: none"> <li>• Demonstrate a professional reasoning and behaviour with an understanding of the role of the Occupational Therapist.</li> <li>• Demonstrate an ability to work as part of an inter and transdisciplinary team.</li> <li>• Demonstrate a clear understanding of the social model of disability and a Person Centred approach in the delivery of services to people with disabilities.</li> <li>• Broad knowledge of the Enable Ireland organisation and the specific job area.</li> <li>• Good knowledge of the disability sector.</li> <li>• Knowledge of theory</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of working with other team members.</li> <li>• Experience of the wider health system</li> <li>• Knowledge of Inter/transdisciplinary working.</li> <li>• Experience/knowledge of and interest in assistive and augmentative communication, and/or eating/drinking difficulties.</li> <li>• Knowledge of assessment of need process.</li> <li>• Experience/Knowledge of Bobath and or sensory integration techniques.</li> </ul> |

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|   | <p>and frameworks of occupational therapy, assessment procedures, diagnostic procedures and intervention methods applicable to children with disability 0-18 years.</p> <ul style="list-style-type: none"> <li>• Evidence of commitment to Continuous Professional Development.</li> </ul>  |  |
| <p><b>CORE COMPETENCIES</b></p> <p><b>Planning &amp; organising of activities and resources.</b></p> <p><b>Professional development and standards in the service.</b></p> | <p>The post holder will demonstrate an ability to:</p> <ul style="list-style-type: none"> <li>▪ Organise their work load in a team environment to include the scheduling and carrying out of assessments, interventions, diagnosis and administration as part of a caseload management process.</li> <li>▪ Ensure an acceptable overall level of performance as a basic therapist.</li> <li>▪ 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.</li> <li>▪ Demonstrates sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of the relevant caseload 0 – 18 generic services.</li> </ul> | <ul style="list-style-type: none"> <li>• Resource management awareness.</li> </ul> |

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| <p><b>Integrity and decision making.</b></p> <p><b>Service delivery and initiative.</b></p> <p><b>Building and maintaining working relationships.</b></p> <p><b>Team Working</b></p> | <ul style="list-style-type: none"> <li>▪ Make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made.</li> <li>▪ Shows evidence of problem solving skills.</li> <li>▪ Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis.</li> <li>▪ Basic IT skills</li> <li>▪ Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood.</li> <li>▪ Demonstrate competency in written and verbal communication skills.</li> <li>▪ Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality.</li> <li>▪ Realise the importance of teamwork and how as a team member their contribution is effective.</li> <li>▪ Build credibility and portray the profession in a positive light by being professional and well informed to achieve results and improve the service.</li> <li>▪ Very good interpersonal and communication skills</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge of Microsoft Office packages.</li> <li>• Presentation skills</li> <li>• Ability to work across teams.</li> <li>• Knowledge of the role of other team members.</li> <li>• Ability to provide training to other team members.</li> </ul> |

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| <b>SPECIAL APTITUDES AND CIRCUMSTANCES</b> | <ul style="list-style-type: none"> <li>▪ Pro-active approach to overall performance.</li> <li>▪ Innovative and creative.</li> <li>▪ Person-centred philosophy.</li> <li>▪ Child and Family focus.</li> <li>▪ Ability to deliver services across a large geographical area and at multi sites.</li> <li>▪ Flexibility, adaptability and openness to change.</li> <li>▪ Willingness to embrace service development and change.</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge of the role of other team members.</li> <li>• Ability to work across teams.</li> </ul> |