

## PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)

### JOB DETAILS:

**Job Title:** Occupational Therapist  
Band 6  
**Status:** Permanent

**Department:** Clinical  
**Hours:** 37.5

**Location:** Treatment Centre  
**Reporting to:** Manager  
**Clinical responsibility:** Lead Occupational Therapist

	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• BSc (hons) or equivalent Occupational Therapy qualification</li> <li>• Current HCPC registration</li> <li>• Evidence of personal and professional development since Registration</li> <li>• Evidence of participation in clinical governance</li> </ul>	<ul style="list-style-type: none"> <li>• Post registration qualification appropriate to speciality</li> <li>• Experience in treatment of veterans' mental health</li> <li>• Member of the Royal College if Occupational Therapists</li> </ul>
<b>Previous Experience</b>	<ul style="list-style-type: none"> <li>• Minimum of 2 years post registration experience as an Occupational Therapist including a minimum of 12 months in mental health</li> <li>• Application of standardised assessments and outcome measures</li> <li>• Working in a recovery focused environment</li> <li>• Risk assessment and management of complex referrals in a community setting.</li> <li>• Planning, implementing and evaluating Occupational Therapy interventions</li> <li>• Proven experience of providing high quality care and exceeding expectations.</li> <li>• Working with a range of challenging behaviours</li> <li>• Developing and facilitating groups to meet the varied needs of service users</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of managing and supervising students and staff.</li> <li>• Experience of programme development</li> <li>• Experience and understanding in relation to meeting CQC standards</li> <li>• Knowledge/Experience in Sensory Informed approaches</li> <li>• Knowledge/experience of resilience</li> <li>• Experience of working with CMHTs, primary care teams, safeguarding, and wider community mental health services, including out-of-hours service provision.</li> <li>• Experience of working through both 'face to face' and digital mediums</li> <li>• Experience of lone working</li> </ul>

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	<ul style="list-style-type: none"> <li>• Working in an environment that promotes service user involvement</li> <li>• Good understanding of clinical governance</li> <li>• Experience of the development and implementation of treatment plans and evaluation of client care</li> <li>• Experience of participation in discharge planning</li> <li>• Experienced in data protection and the ability to uphold client confidentiality</li> <li>• Experience in the maintenance of patient records within legislative and Organisational frameworks</li> <li>• Experience of working effectively within a multidisciplinary team</li> <li>• Experience of performance management</li> </ul>	
<p><b>Skills/Knowledge</b> Range and level of skills Depth and extent of knowledge</p>	<ul style="list-style-type: none"> <li>• Knowledge of current best practice in Occupational Therapy</li> <li>• Excellent IT skills</li> <li>• Knowledge and understanding of the HCPC code of conduct</li> <li>• Excellent leadership skills</li> <li>• Conflict resolution skills</li> <li>• Ability to develop and maintain a dynamic working environment</li> <li>• Excellent working knowledge of Health and Safety</li> <li>• Excellent working knowledge of Equality and Diversity</li> <li>• Excellent working knowledge of safeguarding</li> <li>• Ability to provide and accept constructive feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in the field of veterans' mental health</li> <li>• Knowledge of Sensory Informed approaches</li> <li>• Knowledge of Resilience.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Proven ability to make decisions and develop others in this area</li> <li>• Ability to manage work under pressure</li> <li>• Sensitive to colleagues and able to promote a positive motivating environment</li> </ul>	
<p><b>Personal Attributes</b> The personal qualities required for e.g. exercising initiative, organising, problem solving</p>	<ul style="list-style-type: none"> <li>• Self motivated</li> <li>• Dynamic and innovative</li> <li>• Works to deadlines</li> <li>• Ability to work autonomously and exercise initiative</li> <li>• Ability to work with a wide range of people</li> <li>• Supportive to colleagues of all disciplines</li> <li>• Flexible approach to work</li> <li>• Conscientious and understanding of accountability</li> <li>• Smart appearance and professional manner</li> <li>• Committed to personal and professional development</li> <li>• Motivated to maintaining high standards in a changing service</li> </ul>	
<p><b>Other Requirements</b></p>	<ul style="list-style-type: none"> <li>• Enhanced DBS/ Disclosure Scotland/Access NI</li> </ul>	