

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)



Senior Occupational Therapists

Department: Operations

Location: Edinburgh Hub

Band: 7

Status: Full time

Hours: 37.5

Reporting to: Deputy Head of Operations Scotland

Clinically responsible to: Head of Occupational Therapy

Accountable to: Head of Operations, Scotland

FACTOR	ESSENTIAL	DESIRABLE
Qualifications & Experience	<ul style="list-style-type: none">• Occupational Therapy Degree• Registered with the HCPC• 5 years or more post-qualification experience• Able to operate at an advanced level of clinical practice• Trained in the use of Sensory Informed approaches.• Trained in Occupational Case Formulation and goal setting	<ul style="list-style-type: none">• Working towards advanced clinical practitioner status/MSc programme• Mentorship or supervisory skills training• Experience of working with people who have experienced trauma

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Skills & Knowledge Range and level of skills	<ul style="list-style-type: none"> • Experience of assessment and treatment delivery of veterans with mental health difficulties • Previous line management experience • Experience of delivering OT interventions across building based and community models of care • An understanding of clinical outcomes, audit processes and service evaluation strategies • Experience in clinical supervision of occupational therapy staff • Extensive risk assessment experience. • Ability to form good working relationships with others in a multi-disciplinary setting. • Evidence of advanced partnership and collaborative practice • Excellent organisational skills. • Experience in the development of group programmes. • Knowledge of Health and Safety • Knowledge of Equality and Diversity 	<ul style="list-style-type: none"> • Significant post registration experience. • Evident of developing clinical governance requirements • Evidence of success in efficient and effective project and programme management. • Knowledge of Combat Stress services.
Personal Attributes The personal qualities required e.g. exercising initiative, organising, problem solving	<ul style="list-style-type: none"> • Strong and inspirational leadership. • Significant negotiation skills • Ability to form good working relationships with others in a multi-disciplinary setting. • Excellent interpersonal and communication skills, able to influence and persuade others articulating a balanced view and able to constructively question information. • Evidence of inspiring and motivation of teams with the ability to communicate passionately, effectively and persuasively across a diverse set of stakeholders. 	<ul style="list-style-type: none"> • Ability to cope with unpredictable situations • Ability to provide and accept constructive feedback • High degree of personal credibility, patience and flexibility.

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	<ul style="list-style-type: none">• Self-motivated and able to work autonomously.• Flexible approach to work.• Conscientious and understanding of accountability• Committed to personal and professional development• Motivated to maintaining high standards in a changing service• Smart appearance and professional manner• Committed to personal and professional development	
Previous Experience	<ul style="list-style-type: none">• Use to preparing reports for a professional audience• Experience in presenting to audiences• Ability to communicate effectively, orally and in writing, with veterans, their families, carers and with other professional staff• Experience in the use of treatment outcome measures.	<ul style="list-style-type: none">• Experience of working effectively to deadlines• Experience in the use of sensory modulation in treatment of mental distress.• Used to using MS Teams or other means of communicating with others across a wide geographical area
Other Requirements	<ul style="list-style-type: none">• PVG check• Requirement to travel regularly between Edinburgh and Glasgow, and occasional travel across Scotland.	