**Lead Occupational Therapist**

# PERSON SPECIFICATION

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|  | **Job Title** | Lead Occupational Therapist |
| **Trust** | Compass Learning Partnership |
| **Grade** | GLPC Scale Points 43 to 46 plus Special School Allowance |
| **Reports to** | Therapy Lead / Senior Leadership Team |
| **Staffing Responsibility** | Occupational Therapy Band 5 / 6 / Assistants |

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| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** | **MEASUREMENT** |
| **EDUCATION AND QUALIFICATIONS** | 1. Registration with Health Professions Council as an Occupational Therapist 2. Recognised Occupational Therapy degree qualification or equivalent 3. Eligible member of RCOT 4. Evidence of successful completion of specialist short courses to master’s degree level or equivalent. 5. Post graduate training in neurodevelopmental assessment and treatment interventions. | 1.Evidence of training & CPD relevant to pupils with special educational needs e.g., Moving and Handling, neurodevelopmental therapy, regulation / interception programs.  2. Membership of relevant specialist sections  3. Evidence of engagement with relevant specialist interest groups and / or clinical excellence networks | Application Form and Certificates |
| **EXPERIENCE** | 1. Substantial experience working as an occupational therapist with children and young people. Including experience of assessing, diagnosing and implementing appropriate management plans for children with a wide range of occupational performance difficulties, including at least 5 years’ experience directly relevant to the clinical specialism. 2. Experience of design & delivery of training to other professionals 3. Experience of the clinical supervision of others and ability to facilitate therapist, assistant, student and multi-disciplinary development through effective supervision. | 2. Experience of working within a special school setting  4. Ability to manage department training & resource budget  5. Familiarity using computer software systems essential for resource making  6. Experience of using SEND code of practice to resolve and support young people and parents in accessing therapy and educational provision, including contribution to mediation and SEND Tribunal proceedings | Application Form and Interview |
| **KNOWLEDGE** | 1. Advanced knowledge of a broad range of assessment tools and interventions relevant to client group 2. Ability to reflect on practice individually and co-operatively with colleagues and supervisors or mentors and to facilitate this ability in others 3. Advanced knowledge of specific disorders relevant to the client group (e.g., ASC, PMLD, Learning disability, specific speech difficulties) applied to forming a differential diagnosis and intervention plan 4. Experience of evidence-based upper limb management when working with children with neurological conditions that affect the upper limb e.g., cerebral palsy 5. Ability to demonstrate safe manual and therapeutic handling techniques to other staff members, family members and carers 6. Ability to offer flexible & innovative working practices in order to provide a holistic service to pupils with complex communication needs 7. Advanced knowledge of national policies and procedures relevant to the client group 8. Understanding the roles of other professionals relevant to the client group | 6. Knowledge of legislation  relating to children’s  education  7. Knowledge of National Curriculum, Relevant Key Stage Levels | Application Form and Interview |
| **SKILLS AND ABILITIES** | 1. Demonstrate ability to be a good team member 2. Excellent interpersonal skills including observation, listening and empathy skills 3. Excellent presentation skills, both written and verbal 4. Excellent organisational, analytical and reflection skills 5. Evidence of negotiation, conflict resolution and problem-solving skills 6. Ability to work independently 7. Ability to collaborate with colleagues and senior leaders |  | Application Form and Interview |

C = Certificate AF = Application Form IV = Interview