

Occupational Therapy Services
Person Specification

Job Title – Clinical Lead Occupational Therapy Band 8b (22.50 hours)

Designated Specialities – Paediatric Occupational Therapy, Evelina London Children's Hospital

	Essential	How Tested	How Met
Training and Qualification	<ul style="list-style-type: none"> • Diploma or Degree in Occupational Therapy. • HCPC Registration. • Post graduate management or leadership training. • Masters level or equivalent training in specialist area or evidence of significant practical experience, research or publication in specialist area. 	CPD Portfolio HCPC Certificate Degree/Diploma/ Masters certificate	
Experience	<ul style="list-style-type: none"> • Advanced clinical knowledge of the interplay of disease process and functional wellbeing. Experience should include a varied range of clinical experiences in an acute hospital setting. • Proven leadership skills in managing and developing teams. Encouraging and practicing collaboration across the wider system. • Evidence of continuing professional development and post registration education and training. • Experience of leading research and audit. 	Application Interview CPD portfolio	
Skills & Abilities	<ul style="list-style-type: none"> • Advanced specialist knowledge, understanding and application of Occupational Therapy process relating to client centred practice. • Demonstrate specialist knowledge, application and analysis of standardised and non-standardised assessment tools and treatment modalities. • Demonstrate specialist knowledge, application and analysis of outcome measures. • Demonstrate evidence of self-directed learning relevant to designated specialities within physical disabilities. • Demonstrate excellent leadership, organisational, managerial and team performance skills. Leading with respect and 	Interview	

	<p>encouraging high expectations with all individuals.</p> <ul style="list-style-type: none"> • Demonstrate the ability to act decisively on behalf of self and others, establishing and monitoring priorities. • Proven financial and resource management skills ensuring delivery of a balanced budget. • Proven skills in the application of Clinical Governance principles to clinical practice and the OT service. • Experience in implementation of national initiatives and legislation relating to Health and Social Care and Occupational Therapy. • Proven experience in the training, teaching, supervision and mentoring of others. • Proven experience in developing and providing education and teaching programmes to other professionals and students. • Demonstrate ability to motivate and manage teams through change positively remaining focused on the vision and strategy. • Demonstrate autonomous working practices • Experience in managing recruitment and retention. • Demonstrate performance management skills. • Demonstrates ethical reasoning and critical reflection. • Committed to improve the experience of service users, appreciating complexity of context, culture and diversity. • Demonstrated ability to manage and recognise differences of opinion in both patient related and inter-professional settings, coping positively with inter-professional tensions/ barriers. • Able to positively manage exposure to patients and environments which may be highly distressing, antagonistic, open to aggression and unpleasant. • Computer literacy 		
Personal Qualities	<ul style="list-style-type: none"> • Excellent leadership qualities being visible and engaged with people to deliver services. • Proactive, self-directed with innovative approach and a desire to promote clinical excellence for self and others. • Demonstrate excellent communication and interactive skills. • Ability to manage conflict positively. • Strong professional identity • Proven advocacy and negotiation skills. • Commitment to lifelong learning. • Excellent presentation skills 	Interview	
Other	<ul style="list-style-type: none"> • Adherence to Royal College of Occupational Therapy and HCPC guidelines and codes of 		

	<p>ethics and professional conduct.</p> <ul style="list-style-type: none">• Membership of and active engagement in Occupational Therapy Specialist Section• Membership of professional body• Reliable work record.	Occupational Health.	
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Aug 2014 Compiled by EM
Reviewed Aug 2019 by RF