

Occupational Therapist Person Specification

	Essential	Desirable	Assessed via		
Qualifications					
Degree or Graduate Diploma in Occupational Therapy	✓		Application form Certificates checked at interview		
Registered with the Health and Care Professions Council (HCPC)	✓				
Registration with the Royal College of Occupational Therapists					
GCSE pass grades (C or above) in English, maths or equivalent.	✓				
Experience					
At least 2 years experience working in a specialist school for young adults who have very complex needs including PMLD, SLD and autism.	✓		Application form		
Evidence of recent training and professional development	✓				
Band 7 experience	✓				
Able to design and deliver OT Programmes	✓		Application form		
Ability to lead engaging CPD for College staff	✓				
Ability to demonstrate effective management of clinical caseload of young people with special educational needs.	✓				
Ability to provide effective occupational therapy assessments and interventions relevant to children with communication, learning difficulties and sensory needs.	✓		Application form		
Working with parents to ensure they are able to deliver OT programmes at home	✓		form		
Knowledge and Skills					
Understands the needs of students with learning difficulties including PMLD and ASD	✓		interview		
Able to train, motivate and manage staff, securing their commitment to providing a high quality service to pupils and families.	✓		task		
Able to, speak and write in grammatically correct English.	✓		Interview/task		
Competent in using ICT both within role and in recordkeeping systems	✓				
Ability to speak more than one language.		✓	interview		
Able to drive a minibus.		✓	interview		

Understands safeguarding procedures relating to the role.	✓		interview		
Competent in using AAC		✓	interview		
Personal Qualities					
The candidate is willing to put our students needs at the centre of all they do at work.	✓		interview		
Excellent interpersonal and communication skills.	✓		interview		
Tactful, diplomatic and sensitive to the needs of others	✓		interview		
Excellence record in both attendance and punctuality. Not in the Management of Absence process.	✓		Reference		
Able to lead others, motivating and achieving high level of performance from college education staff.	✓		Interview task		
Self-motivating and able to take strategic lead.	✓		Task in tray		
Sensitivity to the challenges faced by students, staff and families.	✓		Task in tray		
Approachable, polite and professional.	✓		Interview		
Resilient. Able to meet the demands of a challenging high pressured environment and deal with emergencies when required.	✓		interview		
Flexible. Able to manage last minute changes when required.	✓		interview		
Physically able to undertake all aspects of the role .	✓		interview		
High expectations of self and others.	✓		interview		
Well-groomed and presented in line with requirements of the role.	✓		interview		
Committed to equality of opportunity for all.	✓		interview		

The duties of this post will change and develop over time. It is the manager's responsibility, in conjunction with the post holder, regularly to review this document and amend it when necessary.