

**Occupational Therapist
Person Specification**

	Essential	Desirable	Assessed via	
Qualifications				
Degree or Graduate Diploma in Occupational Therapy	✓		Application form Certificates checked at interview	
Post Graduate Specialist Relevant to the caseload at Great Oaks College		✓		
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				
Minimum of two years' experience working as an Occupational Therapist, preferably within a specialist education setting.	✓		Application form	
Proficiency in conducting assessments and implementing therapy programs for young adults with complex needs, including PMLD, SLD, and autism.	✓		Application form/Interview	
Experience equivalent to NHS Band 6 or 7 Occupational Therapy, with proficiency in designing and delivering sensory integration programs.	✓			
Ability 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 and learning difficulties and sensory needs.	✓		Application form	
Ability to work 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	
Ability to understand and follow safeguarding procedures relating to the role.	✓		interview	
Competent in using a range of low- and high-tech 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	
Excellent 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-motivated and able to take strategic lead.	✓		Task in tray	
Sensitive 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.