

PERSON SPECIFICATION

Post: Senior Grade Occupational Therapist Date Updated: June 2026		
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	• Be registered, or be eligible for registration, on the Occupational Therapists Register with CORU at time of application and provide proof of statutory registration before a contract of employment can be issued • Have three years full time (or an aggregate of three years) post qualification clinical experience • Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office. • Provide proof of Statutory Registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU. • On Appointment practitioners must maintain annual registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU • Practitioners must confirm annual registration with CORU to Enable Ireland • Full clean Drivers Licence • Eligible to work in the State	• Post graduate experience in the management of upper limb tone and function. • Post graduate training and experience in the provision of sensory assessment and program provision. • Post graduate experience in the use of positive behaviour support.
B. Organisational and Professional Knowledge:	• Demonstrate a developed professional reasoning and behaviour with a clear understanding of the role of	• Demonstrate experience in the provision of mentoring, coaching and supervision.

	the Occupational Therapist working within the disability sector, specifically with a range of physical, sensory, learning disabilities and developmental delay • Clinical Experience working with adults with a range of physical, sensory, intellectual, and autism spectrum disorders • Post graduate experience of working with multidisciplinary team in a disability setting. • Experience and knowledge of assistive technology • Demonstrate an understanding of the models of team working. • Demonstrate a clear understanding of the Social Model of Disability and a person centred approach in the delivery of services to people with disabilities. • Understanding and knowledge of clinical support and supervision. • Clinical Experience and knowledge of postural management. • Post graduate training and experience in the provision of wheelchair and seating supports. • Evidence and commitment to continuous professional development. • Knowledge of a range of assessment and intervention approaches relevant to adults with a range of disabilities.	
CORE COMPETENCIES C. Planning and Organising of	<i>The post holder will demonstrate an ability to:</i> • Work independently and in collaboration with team members on caseload	

Activities and Resources:	management and the application of prioritization as required. • Take responsibility for the achievement of service delivery targets. • Balance clinical work with other responsibilities. • Demonstrate sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of the relevant caseload. • Have a working knowledge of Microsoft Office packages and service related database systems.	
D. Judgement and Evaluation:	• Ability to understand the practices and protocol in decision-making. • Ensure decisions made are professional, ethical and consistent manner. • Recognise when further intervention in relation to decision-making is required. • Make informed decisions based on best available information while taking into account the context and situation within which the decision is being made.	
E. Professional Development and Standards in Services:	• Deliver a quality evidence based service, and report on same as necessary. • Demonstrate knowledge and understanding of relevant legislation and standards as they apply to their work. • Build credibility and portray the profession in a positive light by being professional and well informed by demonstrating determination and initiative to achieve results and improve the service.	
F. Team Working:	• Realise the importance of teamwork and how as a team	

	member, their contribution is effective. • Communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood.	
G. Leadership:	• Support the learning of others through mentorship, coaching and training. • Take lead roles within the team /service as required. • Take own initiative to move forward and show willingness to try out new ideas that add value to the service and the organisation.	• Demonstrate evidence of managing change. • Demonstrate evidence of leading out on new initiatives.
H. Building and Maintaining Working Relationships:	• Build relationships across services, and agencies as required.	
I. Special Aptitudes and Circumstances:	• Influence people and events. • Flexibility in delivery of services. • Willingness to embrace organisational development and change. • Ability to provide services across a wide geographic area. • Access to own transport.	