



PERSON SPECIFICATION

Post:	Clinical Specialist Physiotherapist (Postural and Motor Management)	Date Updated:	August 2026
	Essential Criteria	Desirable Criteria	
A. Qualifications and Experience:	1. Statutory Registration, Professional Qualifications, Experience, etc: (a) Candidates for appointment must: (i) Be registered, or be eligible for registration, on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU. AND (ii) Have five years full time (or equivalent) years post qualification clinical experience of which four years full time (or equivalent) must be consecutive in the required area of specialism. AND (iii) Demonstrate a proven record of clinical excellence. AND (iv) Professional Development and Practice Candidates must demonstrate evidence of continuing professional development relevant to the required area of specialism, in the form of post-graduate qualifications or relevant courses. AND Candidates must demonstrate achievement in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research. AND (v) Have the requisite knowledge and ability (including a high standard of suitability, management, leadership and professional ability) for the proper discharge of the duties of the office. AND (vi) Provide proof of Statutory Registration on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU <u>before a contract of employment can be issued.</u> AND (vii) Be eligible to work in the State. 2. Annual Registration: (i) On appointment practitioners must maintain annual registration on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU. AND		

	(ii) Practitioners must confirm annual registration with CORU to Enable Ireland.	
B. Professional Knowledge and Training:	• Demonstrate development of professional reasoning and behaviour, showing a clear understanding of the role of the Physiotherapist working within a CDNT, supporting children with a range of physical, sensory, learning disabilities, autism or developmental delay. • Demonstrate evidence of advanced clinical experience, knowledge reasoning and skills in the assessment, planning, implementation, evaluation and modification of treatment programmes in the specialist clinical area. • Demonstrates knowledge of a range of assessment and intervention approaches relevant to children 0 – 18 years with a range of disabilities. • Demonstrate a clear understanding of the family centred approach in the delivery of services. • Understanding of the model of interdisciplinary team working. • Understanding and knowledge of Enable Ireland services. • Understanding and knowledge of the importance of clinical support and supervision. • Demonstrate a proven record of clinical excellence and achievement in the areas of clinical audit, quality improvement initiatives, practice development, advanced clinical reasoning, teaching and research. • Demonstrate evidence of continuing professional development relevant to the required area of specialism, in the form of post-graduate qualifications or relevant courses. • Understanding and knowledge of Progressing Disability Services for Children & Young People (PDS).	
CORE COMPETENCIES	<i>The post holder will demonstrate an ability to:</i>	
C. Planning and Managing Resources:	• Demonstrate evidence of appropriate and effective planning and balancing clinical demands with other responsibilities through effective time management and organisation skills. • Excellent IT skills. • Exercise a high degree of professional autonomy in the analysis of highly complex facts or situations that contribute to the implementation of a treatment or management strategy for the service user. • Provide clinical supervision to ensure the maintenance of clinical service standards and assuring quality. • Manage the overall performance of therapists, volunteers and students.	
D. Judgement and Evaluation:	• Demonstrate the ability to effectively analyse and critically evaluate complex information and make appropriate decisions.	

	• Explain the rationale behind decisions confidently when faced with opposing or competing demands. • Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties and/or to respond to changing needs. • Recognises how service constraints impact on service delivery. • Demonstrate evidence based practice through the process of clinical reasoning and decision making. • Ensure decisions made are professional, ethical and consistent in manner, and to recognise when further intervention in relation to decision making is required.	
E. Professional Development and Standards in Services:	• Ensures a high standard of occupational therapy assessment, treatment and management is provided for service users. • Shows evidence of keeping abreast of research and practice developments in relevant clinical area(s); advises on and introduces improvements/changes to work practices, procedures, techniques or technology in light of new developments. • Evidence of acting as an advanced clinical advisor in the specialist clinical area(s) to occupational therapists and other health care professionals regarding the management of complex cases. • Have an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Ensure the safety of self and others, and the maintenance of safe environments and equipment used in Occupational Therapy in accordance with legislation. • Oversee, monitor and uphold the standards of professional practice through clinical audit, supervision and training. • Coordinate the collection and analysis of statistical information and participate in service audits as per service guidelines. • Assesses and manages risk in their assigned area(s) of responsibility.	
F. Team Working:	• Takes responsibility for the co-ordination and delivery of service in designated area. • Fosters and leads a culture and practice of evaluating service outcomes, data collection, and implementation of quality improvement initiatives as appropriate. • Recognises the contribution of other clinical and professional staff. • Understands the complexity of working in a team and team dynamics. • Mentor and act as a role model for therapists, volunteers and placement students.	
G. Leadership:	• Show evidence of managing change successfully.	

	• Ability to influence people and events. • Take responsibility for the achievement of service delivery targets. • Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service. • 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. • Develops and implements new service initiatives in collaboration with line manager and other appropriate stakeholders (e.g. MDT, national organisations etc.).	
H. Building and Maintaining Working Relationships:	• Demonstrates sound interpersonal skills, including the ability to collaborate effectively with a wide range of people, colleagues, families, carers etc. • Demonstrates sensitivity, diplomacy and tact when dealing with others and is patient and tolerant when dealing with conflict or negative attitudes. • Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view. • Ability to communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Understands the importance of good communication within the organisation.	
I. Research Skills:	• Demonstrates understanding of the principles of research and research methodology which underpin an analytical approach to clinical practice. • Leads, facilitates and/or participates in research projects relevant to their specialism. • Explores innovative ways for them and/or their team to contribute to research in their clinical area. • Identify gaps in the evidence base and initiate/facilitate research to enhance evidence based practice locally, nationally and internationally. • Lead and facilitate research projects relevant to their specialism at a national and international level.	
J. Special Aptitudes and Circumstances:	• Flexibility in service delivery. • Proactive approach to overall performance. • Willingness to embrace organisational development and change. • Ability to provide service across teams and across a large geographical area. • Possesses a full, clean driving license with access to own transport.	