

Post: Senior Occupational Therapist		Date Updated: Dec 25
	Essential Criteria	Desirable Criteria
Qualifications and Experience	i. Be registered, or be eligible for registration, on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU (https://www.coru.ie/) And	• Relevant post graduate training specific to 0 – 18 years, such as Sensory Integration, Assistive Technology, Upper Limb Management of Tone, Splinting, Feeding, Postural Management, etc • Relevant training and experience in the assessment and intervention of children with autism. • Experience of supervising basic grade occupational therapists and/or students. • 2 or more years working in paediatric services with children with a variety of disabilities and/or complex needs • Experience in conducting Assessment of Needs assessments.
	ii. Have three years full time (or an aggregate of three years) post qualification clinical experience And	
	iii. 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 And	
	iv. Provide proof of Statutory Registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU <u>before a contract of employment can be issued</u> <u>Annual Registration</u>	
	i. On appointment practitioners must maintain annual registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU And ii. Practitioners must confirm annual registration with CORU to the Enable Ireland • Minimum of 1 year post qualification	

	experience of working with children with a range of disabilities / developmental delay and their families. • Experience in conducting Assessment of Need. • Experience of working with children aged 0 – 18 years and their families. • Relevant current experience prescribing and monitoring equipment based on children's' needs • Full driving License with access to own transport • Candidates must have current eligibility to work in the state.	
Organisational and Professional Knowledge	• Demonstrate development of professional reasoning and behaviour showing a clear understanding of the role of the Occupational Therapist working within the disability sector with a range of physical, sensory, learning disabilities, autism or developmental delay. • Demonstrate an understanding of the model of inter disciplinary 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 Enable Ireland services • Understanding and knowledge of clinical support and supervision. • Evidence and commitment to continuous professional development. • Knowledge of a range of assessment and intervention approaches relevant to children 0 – 18 years with a range of disabilities.	• Knowledge of the disability sector and related areas • Experience/Knowledge of Assistive Technology & Equipment • Experience/knowledge of Sensory Integration Therapy • Experience/Knowledge of assistive devices/ augmentative communication/eating/ feeding difficulties
Core Competencies Planning & Managing	The post holder will demonstrate an ability with regard to: • Manage a caseload including the ability to carry out/contribute to assessments, interventions and diagnosis to children 0 – 18 years with a range of disabilities/ developmental delay including physical, sensory, learning disabilities and autism. • Provide clinical supervision to basic grade staff, students or volunteers to ensure the maintenance of clinical service standards and assuring quality. • Manage the overall performance of basic grade therapists, volunteers/students.	

Judgement & Evaluation	• Ability to understand the practices and protocol in decision making. • Ensure decisions made are professional, ethical and consistent in manner. • To 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.	
Professional development and standards in services	• Deliver a quality evidence based service, and report on same as necessary. (EFQM model preferable) ▪ Demonstrates sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of children aged 0-18 years with physical, sensory, learning disability, developmental delay and autism. • 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. • Participate in training and ensure all staff in the team are trained adequately in line with legal and professional standards. • Have a good working knowledge of Microsoft office packages and service related database systems.	
Team Working	• Realise the importance of teamwork in the planning and delivery of services. • Recognises the contribution of other clinical and professional staff. • Involves the team in the running of the service and in decision making. • Understands the complexity of working in a team and team dynamics. • Mentor and act as a role model for basic grade therapists, volunteers and placement students.	
Leadership	• Shows evidence of managing change successfully. • Ability to influence people and events • Takes the 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 portrays the profession in a positive light by being	

	professional and well informed by demonstrating determination and initiative to achieve results and improve the service.	
Building & Maintaining Working Relationships	• Very good interpersonal and communication skills. • 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.	
Service Delivery & Initiative	• 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.	