



PERSON SPECIFICATION

Post: Staff Grade Occupational Therapist		Date Updated: July 2026
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	Candidates for appointment must: - Be registered, or be eligible for registration, on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU. AND - 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 - Provide proof of Statutory Registration on the Occupational Therapists Register maintained by the Occupational Therapists Register Registration Board at CORU before a contract of employment can be issued. AND - Eligible to work in the State. <u>Annual registration</u> - On appointment practitioners must maintain annual registration on the Occupational Therapists Register maintained by the Registration Board at CORU. AND	- Post graduate work experience as a Occupational Therapist. - Experience of interdisciplinary team working. - Experience working with children with disabilities and their families. - Any relevant post graduate training specific to child disability services. - Experience in working with Assistive Technology. - Post graduate experience in a public sector health service. - Experience working on or completing a placement with a CDNT. - Relevant voluntary experience working with children or people with disabilities.

	Practitioners must confirm annual registration with CORU to Enable Ireland.	
B. Organisational and Professional Knowledge:	- Demonstrate professional reasoning and behaviour with an understanding of the role of the Occupational Therapist. - Demonstrate an ability to work as part of an interdisciplinary team. - Demonstrate a clear understanding of the Social Model of Disability and family-centred service. - Broad knowledge of the Enable Ireland organisation. - Knowledge of occupational therapy assessments and intervention methods applicable to children with disabilities. - Evidence of commitment to Continuous Professional Development.	- Broad knowledge of the Progressing Disability Services for children and young people programme. - Broad knowledge of Enable Ireland and other disability services. - Experience of the wider health system. - Knowledge of validated assessments and outcome measures used in paediatric physical disabilities.
CORE COMPETENCIES	<i>The post holder will demonstrate an ability to:</i>	
C. Planning and Organising of Activities and Resources:	- Organise workload in a team environment to include the scheduling and carrying out of assessments, interventions, and administration as part of a caseload management process. - Ensure an acceptable overall level of performance as a basic therapist.	
D. Professional Development and Standards in Services:	- Have an awareness and understanding of legislation and professional requirements in order to carry out duties in a compliant manner that meets best practice. - Demonstrate sufficient clinical skills in assessment and intervention to meet the needs of the relevant caseload.	

E. Integrity and Decision Making:	• Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality. • Manage CPD plan under guidance of clinical supervisor. • Make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made. • Show evidence of problem solving skills.	
F. Service Delivery and Initiative:	• Apply skills, knowledge and abilities to deliver a quality evidence-based service on an ongoing basis. • Show creativity and innovation in approach to work.	
G. Building and Maintaining Working Relationships:	• Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Demonstrate competency in written and verbal communication skills. • Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality.	• Ability to work across teams.
H. Team Working:	• Realise the importance of teamwork and how as a team member their contribution is effective. • Build credibility and portray the profession in a positive light by being professional and well informed to achieve results and improve the service. • Demonstrate very good interpersonal and communication skills.	• Knowledge of the role of other team members.

I. Special Aptitudes and Circumstances:	• Pro- active approach to overall performance. • Innovative and creative. • Person-centred philosophy. • Child and family focus. • Flexibility, adaptability and openness to change. • Willingness to embrace service developments and changes.	
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