

PERSON SPECIFICATION

Post: Senior Occupational Therapist Date Updated: October 2026		
	Essential Criteria	Desirable Criteria
Qualifications and Experience	• 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/) • Have 3 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 • Experience supervising Occupational Therapy	• Experience of interdisciplinary team working • Relevant postgraduate training specific to children with disabilities (0-18 years)

	Students and/or Occupational Therapy Assistants. • Have a valid full driving licence and access to own transport.	
Organisational and Professional Knowledge	• Demonstrate developed professional reasoning and behaviour with a clear understanding of the role of the senior occupational therapist working within the disability sector with children with a range of physical, sensory, learning and developmental needs. • Demonstrate an understanding of the model of interdisciplinary team working. • Demonstrate a clear understanding of the social model of disability and a Family Centred approach in the delivery of services to people with disabilities. • Broad knowledge of Progressing Disability Services for Children & Young People • Understanding and knowledge of Enable Ireland services • Knowledge and experience in the Assessment of Need (AON) process • Understanding and knowledge of clinical support and supervision. • Evidence and commitment to continuous professional development.	• Experience and/or training in clinical supervision. • Postgraduate training and experience in Postural Management. • Post graduate training and experience in Management of Tone in Upper limb, including splinting and other relevant interventions. • Experience and knowledge of assistive technology. • Post graduate experience in NDT/Bobath /sensory integration. • Relevant post graduate training and experience working with children with ASD.
Core Competencies Planning & managing	The post holder will demonstrate an ability to; • Manage a caseload within the context of an interdisciplinary team including the ability to carry out assessments, diagnosis and interventions relevant to the needs of the child/ young person and their family.	

Judgement & evaluation	• Understand the practices and protocol in decision making. • Ensure decisions made are professional, ethical and in a consistent manner. • Recognise when further intervention/referral is required and recognise when it is appropriate to refer decisions to a higher level of authority or include other colleagues in the decision.	Experience in including families in decisions in a family-centred approach.
Professional development and standards in service	• Deliver a quality evidence based service, and report on same as necessary. • Take initiative to move forward and show willingness to try out new ideas that add value to the organisation and service. • Demonstrates sufficient clinical skills in assessment diagnosis, intervention to meet the specific needs of the relevant caseload. • Ability to manage caseload effectively.	
Team working	• Mentor and act as a role model for staff grade occupational therapists and placement students. • Demonstrates ability to work with other team members to achieve interdisciplinary team goals.	
Leadership	• Participate in training and as directed, support staff within the team to ensure they are adequately trained in line with legal and professional standards. • 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. • Lead and take responsibility for team projects as requested by CDNM.	

Building & Maintaining Working Relationship	• Communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Have a working knowledge of Microsoft Office packages and service related database systems.	
SPECIAL APTITUDES/ FLEXIBILITY/ ADAPTABILITY	• Influence people and events. • Flexibility in service delivery • Proactive approach to overall performance • Willingness to embrace organisational development and change. • Access to transport. • Candidates must be eligible to work in the state.	