PERSON SPECIFICATION

Post: Therapy Assistant	**Date Updated: Oct 2026**	
	Essential Criteria	**Desirable Criteria**
A. Qualifications and Experience:	**Candidates must have at the latest date of application:** • Possess the Certificate in Health Service Skills or Healthcare Support with Occupational Therapy Assistant modules 1 and 2, or with Physiotherapy Assistant modules 1 and 2, or with Speech and Language Therapy Assistant modules 1 and 2, at Level 5 on the National Framework of Qualifications (NFQ) maintained by Quality and Qualifications Ireland (QQI). **OR** • Possess a relevant healthcare qualification at not less than Level 5 on the National Framework of Qualifications (NFQ) maintained by Quality and Qualifications Ireland (QQI) and give an undertaking to participate in the appropriate Occupational Therapy/Physiotherapy Assistant/Speech and Language Therapy Assistant training modules 1 and 2, within 1 year of taking up duty. **OR** • Are currently employed as an Occupational Therapy Assistant, Physiotherapy Assistant, Speech and Language Therapy Assistant, Healthcare Assistant, Attendant, Multi-Task Attendant or in a comparable role for at least 1 year and give an undertaking to acquire the appropriate Level 5 or Occupational Therapy Assistant	• Experience of working in a Therapy Department • Ideal candidate will have at least one year's proven experience of working with children with disability

	or Physiotherapy Assistant or Speech and Language Therapy Assistant training programme within 1 year of taking up duty. **OR** • Are a graduate of a relevant level 8 health and social care course who is committed to ongoing continuous professional development. **AND** • Candidates must have the personal competence and capacity to properly discharge the duties of the role. • Be eligible to work in that state.	
Skills Competencies and/or Knowledge: **B. Professional Knowledge:**	• Demonstrates a good understanding of the role of a Therapy Assistant. • Demonstrates an ability to understand and comply with health and safety requirements in work situations. • Demonstrates commitment to continuing professional development. • Demonstrates a willingness to engage with and develop Information Technology skills relevant to the role.	• Experience in working directly with child/young person to develop life skills to support overall wellbeing
C. Planning and Organising Skills:	*The post holder will demonstrate an ability to:* • The ability to plan and organise effectively. • Demonstrates good time management skills in carrying out both administrative and clinical duties, including the ability to prioritise effectively and manage competing demands. • Demonstrates the ability to take initiative and to be appropriately self-directed.	
D. Team Working / Building Effective Working Relationships:	• Demonstrates effective team skills, shows respect for other team members. • Participates in and contributes to the team, strives to foster good working relationships within the team. • Works collaboratively with others, can be flexible within one's own role and responsibility.	• Experience in working as part of a team

	• Demonstrates the ability to react constructively to setbacks, is able to maintain professionalism and manage situations where conflict arises.	
E. Commitment to providing a Quality Service:	• Demonstrates a commitment to the delivery of a high quality, person centred service. • Treats all children and their families with dignity and respect and ensures that the welfare of the child is a key consideration at all times. • Demonstrates the ability to respect and maintain confidentially. • Demonstrates an interest in contributing to alternative methods/new ways of working to improve the service provided. • Demonstrates flexibility and an openness to change, has a positive attitude towards change.	
F. Evaluating Information and Judging Situations:	• Reads situations quickly and responds appropriately; can find common ground and get co-operation with minimum upset. • Recognises and interprets an unsafe situation and takes appropriate action. • Demonstrates the ability to make effective decisions with regard to service delivery. • Knows when to ask for help / when to ask another team member to intervene.	
G. Communications & Interpersonal Skills:	• Displays effective communication skills (verbal & written). • Tailors the communication method and the message to match the needs of the audience. • Acts with professionalism and demonstrates empathy with others in undignified / stressful situations, retains composure. • Demonstrates understanding and appropriate responses to children with varying degrees of need.	

	• Demonstrates the ability to communicate effectively with a wide range of people, particularly in listening, giving explanations / directions and in reporting back on observations.	
H. Other Post Specific Requirements	• Candidates must have access to appropriate transport to fulfil the requirements of the role. A full clean driving licence and access to transport is therefore essential.	