## PERSON SPECIFICATION

| Post: Senior Occupational Therapist | Date Updated: April 2026 | |
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| | **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/)<br>• Have 3 years full time (or an aggregate of three years) post qualification clinical experience<br>• 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<br>• Provide proof of Statutory Registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU<br>• On appointment practitioners must maintain annual registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU<br>• Practitioners must confirm annual registration with CORU to Enable Ireland<br>Experience supervising Occupational Therapy Students and/or Occupational Therapy Assistants. | • Minimum of 2 years' experience working with children with disabilities (0-18 years)<br>• Experience of interdisciplinary team working<br>• Relevant postgraduate training specific to children with disabilities (0-18 years)<br>• Hold a valid full driving licence for within the State / jurisdiction with access to own private transport in order to deliver services across a large geographical area. |

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| | • Candidates must have current eligibility to work in the State. | |
| **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.<br>• Demonstrate an understanding of the model of interdisciplinary team working.<br>• Demonstrate a clear understanding of the social model of disability and a Family Centred approach in the delivery of services to people with disabilities.<br>• Broad knowledge of Progressing Disability Services for Children & Young People<br>• Understanding and knowledge of Enable Ireland services<br>• Knowledge and experience in the Assessment of Need (AON) process<br>• Understanding and knowledge of clinical support and supervision.<br>• Evidence and commitment to continuous professional development. | • Postgraduate training/experience in one or more of the following areas:<br>- Postural Management and Management of Tone in Upper limb, including splinting and other relevant interventions.<br>- -Assistive technology.<br>- Assessment and intervention for young people with ASD.<br>- Neuro affirmative approaches |
| **Core Competencies** | The post holder will demonstrate an ability to; | |

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| **Planning & managing** | • 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.<br>• Ensure decisions made are professional, ethical and in a consistent manner.<br>• 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.<br>• Take initiative to move forward and show willingness to try out new ideas that add value to the organisation and service.<br>• Demonstrates sufficient clinical skills in assessment diagnosis, intervention to meet the specific needs of the relevant caseload.<br>• Ability to manage caseload effectively. | |
| **Team working** | • Demonstrates ability to work with other team members to achieve interdisciplinary team goals.<br>• Mentors and acts as a role model for staff grade occupational therapists and placement students. | |
| **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. | |

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| | • 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.<br>• 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.<br>• Have a working knowledge of Microsoft Office packages and service related database systems. | |
| **SPECIAL APTITUDES/ FLEXIBILITY/ ADAPTABILITY** | • Influence people and events.<br>• Flexibility in service delivery<br>• Proactive approach to overall performance<br>• Willingness to embrace organisational development and change. | |