Person Specification

Post: Senior Occupational Therapist **Date updated:** November 2026

	Essential Criteria	Desirable Criteria
A. QUALIFICATIONS & 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 3 years full time (or an aggregate of three years) post qualification clinical experience **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 • Provide proof of Statutory Registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU before a contract of employment can be issued. • 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 Students and/or Occupational Therapy Assistants.	• Minimum 2 years post Qualification experience working with families and children with a range of disabilities/developmental delays including Autism. • Experience of working within the PDS Framework. • Experience of interdisciplinary team working • Experience of supervising students/therapy assistants/support staff or Experience and/or training in clinical supervision. • Experience of complex postural management experience

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	• Have a valid full driving licence and access to own transport.	
B. ORGANISATIONAL & PROFESSIONAL KNOWLEDGE	• Demonstrate developed professional clinical reasoning and behaviour with a clear understanding of the role of the Occupational Therapist working within the disability sector specifically with children and young people with a disability. • Demonstrate an understanding of the models of inter disciplinary 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 • Understanding and knowledge of the Progressing Disability Services Framework and 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 and young people with a disability. • Experience and knowledge of postural management.	• Knowledge of the disability sector and related areas. • Experience /knowledge of motor learning theory, sensory regulation and assistive technology. • Experience and knowledge of 24 hour postural management, upper limb interventions and the management of children and young people with disability.
CORE COMPETENCIES **C. Planning & Managing**	The post holder will demonstrate an ability to: • Manage the delivery of Occupational Therapy services to a range of Children with varying and complex needs. • Manage a caseload independently including the ability to carry out assessments, interventions and diagnosis.	

	Essential Criteria	Desirable Criteria
	• Ability to manage work independently and delegate tasks e.g. exercise programmes to Personal assistants/care staff etc. • Prepare mobility risk assessments/handling plans for individual service users • Take responsibility for the achievement of service delivery targets. • Manage the overall performance of basic grade therapists. • Take the lead responsibility for the achievement of identified service delivery targets within the team.	
D. Judgement & Evaluation	• Ability to understand the practice and protocol in decision making. • Ensure decisions made are in professional, ethical and consistent manner • To recognise when further intervention in relation to decision making is required.	
E. Professional Development & Standards in Services	• Deliver a safe quality evidence based service, and report on same as necessary. • Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service. • 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. • Demonstrates sufficient clinical skills in assessment, intervention and diagnostics to meet the specific needs of children and young people on the caseload. • Provide supervision/ training o personal assistants, care staff, students or volunteers to ensure the maintenance of clinical service standards and assuring quality.	

	Essential Criteria	Desirable Criteria
F. Team Working	• Realise the importance of teamwork and how as a team member their contribution is valid. • Participate in training and ensure all staff in the team are trained adequately in line with legal and professional standards.	
G. Leadership	• Mentor and act as role model for therapy assistants, basic grade therapists and students. • Build credibility and portray the profession in a positive light by being professional and demonstrate initiative to achieve results and improve the service. • Take lead roles within the team or service as required. • Make informed decisions based on best available information while taking into account the context and situation within which the decision is being made. • Support developments within the service to enhance Service Users' experience.	• Show evidence of successfully managing change
H. Building & Maintaining Working Relationships	• Communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood.	
I. 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 locations. • Have a working knowledge of Microsoft Office packages and service related database systems	