Person Specification

Post: Basic Grade 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/) **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 Registration Board at CORU **before a contract of employment can be issued** **Annual Registration** i. On appointment practitioners must maintain annual registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU ii. Practitioners must confirm annual registration with CORU to Enable Ireland • Applicants must be eligible to work in the state. *Please review the criteria at the following link https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits and ensure you meet the*	• Postgraduate experience of working with children and families in a community based setting. • Post graduate experience working in disability services for a minimum of 6 months

	requirements before submitting your application • Valid driving licence for within the state / jurisdiction with access to own transport in order to deliver services across a large geographical area	
Organisational and Professional Knowledge	• Demonstrate a professional reasoning and behaviour with an understanding of the role of the Therapist. • Demonstrates knowledge of occupational therapy theory and practice. • Demonstrate an ability to work as part of an inter team. • Demonstrate a clear understanding of the Bio Psycho Social model of disability and a Person Centred approach in the delivery of services to people with disabilities. • Evidence of commitment to Continuous Professional Development.	• Broad knowledge of Enable Ireland Services. • Broad knowledge of the Progressing Disability Services for children and young people programme

Core Competencies	The post holder will demonstrate an ability to;	Experience with
		• Occupational Therapy caseload management
Planning & organising of activities and resources.	▪ Organise their work load in a team environment to include the scheduling and carrying out of assessments, interventions, diagnosis and administration as part of a caseload management process.	• Group work
	▪ Ensure an acceptable overall level of performance as a Staff Grade Therapist.	
Professional development and standards in the 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 the relevant caseload	
Integrity and decision making.	▪ Make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made.	
Service delivery and initiative.	▪ Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis.	
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.	

Team working.	▪ Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality. ▪ 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.	• Experience of working on interdisciplinary teams
Special Aptitudes	▪ Flexibility ▪ Proactive approach to overall performance ▪ Willingness to embrace service development and change	