PERSON SPECIFICATION

Post: Basic Grade Occupational Therapist	**Date Updated:** November 2025	
	Essential Criteria	**Desirable Criteria**
A. Qualifications and Experience:	• Be registered, or be eligible for registration, on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU. **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. **<u>Annual registration</u>** • On appointment practitioners must maintain annual registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU **AND** • Practitioners must confirm annual registration with CORU to Enable Ireland. • Candidates must be eligible to work in the State.	• Experience working with children or adults with disabilities and their families. • Experience of interdisciplinary team working. • Relevant post graduate training specific to child disability services. • Experience in conducting assessment of needs. • Minimum of 1 year post graduate experience working with children with disabilities and their families.
B. Organisational and	• Demonstrates professional reasoning and behaviour.	• Broad knowledge of the Progressing Disability

Professional Knowledge:	• Demonstrates an ability to work as part of an inter/transdisciplinary team. • Demonstrate an understanding of the Social Model of Disability and a family-centred approach in the delivery of services to people with disabilities. • Broad knowledge of the Enable Ireland organisation and the specific job area. • Good knowledge of the disability sector. • Knowledge of theory and frameworks of occupational therapy, assessment procedures, diagnostic procedures and intervention methods applicable to children of 0-18 years with disabilities. • Evidence of commitment to Continuous Professional Development.	Services for children and young people programme. • Experience of the wider health system and knowledge of the role of Occupational Therapy in disability services. • Knowledge of inter/transdisciplinary working. • Experience/knowledge of and interest in postural management, assistive technology, and motor management. • Experience/training in Upper Limb/Hand Use Therapy Interventions, Postural Management, Assistive Technology and Sensory Integration Intervention.
CORE COMPETENCIES **C. Planning and Organising of Activities and Resources:**	*The post holder will demonstrate an ability to:* • Organise workload in a team environment to include the scheduling and carrying out of assessments, interventions, diagnosis and administration as part of a caseload management process. • Ensure an acceptable overall level of performance as a basic grade therapist.	
D. Professional Development and Standards in Services:	• 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 0 – 18 generic services.	

	• Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality. • Manage CPD plan under guidance of clinical supervisor.	
E. 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. • Show evidence of problem solving skills. • Makes decisions in a timely manner, consulting with clinical supervisor or co-ordinator if appropriate.	
F. Service Delivery and Initiative:	• Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis. • Show creativity and innovation in approach to work. • Basic IT skills.	• Knowledge of Microsoft Office packages. • Presentation skills.
G. 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.	• Ability to work across teams.
H. Team Working:	• 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. • Demonstrate very good interpersonal and communication skills. • Attends and actively contributes to relevant clinical and team meetings.	• Knowledge of the role of other team members. • Ability to provide training to other team members.

I. Special Aptitudes and Circumstances:	• Pro-active approach to overall performance. • Innovative and creative. • Person-centred philosophy. • Child and family focus. • Flexibility, adaptability and openness to change. • Willingness to embrace service developments and changes.	