

**NHS Lothian**

**Post: Specialist Occupational Therapist Band 6 – L-GEN-AHP-OT-SOT**

**PERSON SPECIFICATION**

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

| <b>Criteria</b>             | <b>Essential</b>  | <b>Desirable</b>   | <b>How assessed</b>   |
|-----------------------------|---|--|---|
| Personal Traits             | <ul style="list-style-type: none"> <li>Committed to the development and maintenance of good relationships with colleagues, patients and carers</li> <li>Interest and enthusiasm in this clinical area and ability to share specialist knowledge with others</li> <li>Evidence of excellent rapport building and interaction skills</li> <li>Ability to be flexible and adaptable</li> </ul>                                   |  | <p>I,R</p> <p>I,A</p> <p>I,A</p> <p>I,R</p> <p>I,R</p> <p>I, R,A, P</p> |
| Qualifications and Training | <ul style="list-style-type: none"> <li>Degree in Occupational Therapy (SCQF Level 9) or equivalent qualification recognised by the College of Occupational Therapists</li> <li>Registered with the Health and Care Professions Council.</li> </ul>  | CPD portfolio  | <p>A,C</p> <p>A,C</p>   |
| Experience and Knowledge    | <ul style="list-style-type: none"> <li>Previous relevant experience as an Occupational Therapist in this clinical area</li> <li>Demonstrate a highly specialised understanding in this clinical area</li> <li>Post graduate training relevant to this clinical area</li> <li>Sound understanding of legislation and policies relevant to clinical area</li> <li>Evidence of involvement in audit/research activity</li> </ul> | Evidence of specific skills as appropriate for the clinical area | <p>A,I,R,P,C, T</p> <p>A,I,R,P,C, T</p> <p>A,I,R,C</p> <p>A,I</p>       |

|                           |  |  |  |
|---------------------------|--|--|--|
|                           | <ul style="list-style-type: none"> <li>• Evidence of significant post registration professional practice experience to undertake and fulfil the key areas for this post eg post graduate experience, post graduate courses (at SCQF Level 10) in clinical speciality, short courses.</li> <li>• Knowledge of and adherence to national clinical guidelines</li> </ul>  |  |  |
| Skills and/or Abilities   | <ul style="list-style-type: none"> <li>• Excellent verbal and written communication</li> <li>• Evidence of excellent clinical reasoning</li> <li>• Relevant IT skills</li> <li>• Ability to work independently</li> <li>• Evidence of supervisory skills and commitment to practice placement education</li> <li>• Evidence of skills required for leadership role eg leading a team, implementation of policies, performance management and appraisals</li> </ul> |  | <p><b>A,I,R</b></p> <p><b>A,I,R</b></p> <p><b>P,T,I</b><br/><b>A,R,</b><br/><b>I,R,A</b></p> <p><b>I,A</b></p> |
| Specific Job Requirements | <b>Full driving license</b>  |  |  |

**Key – how assessed**

|                            |                      |
|----------------------------|----------------------|
| A = Application form       | I = Interview        |
| C = Copies of certificates | T = Test or exercise |
| P = Presentation           | R = References       |