**Person Specification**

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| JOB TITLE/BAND: Highly Specialised Physiotherapist – MSK Service (Occupational Health)/ Band 7  |  |  |
| **LOCATION: Dundee with travel across Tayside** |  |  |
| **HOURS: 37.5 Hours/ Week (part time options considered)** |  |  |
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|  **CRITERIA**  |  **ESSENTIAL**  |  **DESIRABLE**  |  **METHOD OF EVALUATION**  |
| **EXPERIENCE:**        | Comprehensive evidence of experience in managing patients with MSK conditions/ injuries  Evidence of professional knowledge and experience to a Masters level or equivalent.   Evidence of ongoing training and reflective practice.  Wide range of post graduate physiotherapy experience in a variety of care groups.  Evidence of advanced practice modules eg SOM/OMS Accredited McKenzie Credentialed MACP  Evidence of Leadership skills.  Completion of Physiotherapy Clinical Educators course and experience in the supervision of others (e.g. undergraduate PT  students).  | Participation in Research.  Evidence of improvement through audit and / or data collection.  Knowledge of National and local MSK pathways.  Exposure to creating new patient pathways   Ability to request imaging.  Experience in teaching.  Evidence of considerable postgraduate experience in a range of in and outpatient specialties including Occupational Health.   | Application form  Certificates  CPD portfolio which outlines experience gained and development activities relevant to the post  Interview  Reference  |
| **QUALIFICATIONS:** (Training; Research; Publications)     | Current Health and Care Professions Council (HCPC) Registration.  Degree or equivalent in physiotherapy.  Masters modules.  | CSP membership.  Non-medical Prescriber or commitment to study towards.  Masters qualification.  | Application form  Certificates/portfolio evidence    |
| **KNOWLEDGE & SKILLS:**       | Demonstrable excellent and effective communication skills: * verbal
* non-verbal
* listening
* written

 Evidence of ability to reflect and learn through reflective practice.  Highly developed clinical reasoning skills.     Service/ Quality Improvement / Audit skills.  Knowledge of clinical, care and professional governance and their application to practice/service delivery.   | Organisational skills.  Organised CPD Portfolio.  Leadership, delegation, and supervisory skills.  Ability to deputise.  Working knowledge and skills in information technology.    Teaching & presentation skills.  Assertive.     | Interview – may include practical element  CPD Portfolio    References  |
| **PERSONAL QUALITIES:**   | Responsible. Adaptable. Approachable. Reliable.  Keen, positive and forward thinking with a flexible approach.   Ability to recognise and manage pressures/stress.  Commitment to quality and service improvement.  Positive approach to learning.  |   | Application form  Interview  References  |
| **OTHER:**      | Ability to travel across Tayside  Awareness of limitations.  Demonstrate ethics, values and personal qualities and behaviours consistent with the vision, culture and values of NHS Tayside  Application form fully completed.  | Extensive knowledge of structure and working practices of NHS.    | Application form  Interview  CPD folder  References  |