

## Person Specification

<b>Job Title:</b>	<b>Orthoptist</b>	<b>Band:</b>	<b>5</b>
	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
<b>Qualification</b>	Degree or equivalent in Orthoptics HCPC Registration	Member of BIOS	Application Form  Interview
<b>Experience</b>	Evidence of CPD and ongoing competence to practice Experience of clinical research and audit	Use of teaching aids  Formal presentations	Application Form Evidence of CPD
<b>Skills</b>	Excellent interpersonal skills Adapts communication skills when barriers to understanding e.g., hearing impairment Non-verbal communication skills Reflective practitioner Keyboard and IT skills Accurate documentation Effective communication	Knowledge of  Experience of LogMAR testing Experience of Humphrey Field testing Experience of Auto Refractor Ability to speak Welsh	Application Form Interview
<b>Knowledge</b>	Ability to analyse clinical data and formulate management plans Significant organisational skills Effective time management Practises evidence-based practice Maintain / update knowledge of current orthoptic best practice HCPC Standards of conduct, performance and ethics HCPC Standards of proficiency	<ul style="list-style-type: none"> <li>Involvement in audit / research</li> <li>BIOS Code of Conduct</li> <li>BIOS Competency standards and / professional practice guidelines</li> </ul>	Application Form Interview Evidence of CPD

Personal Attributes	<p>Ability to work autonomously and as part of a team, adhering to protocols</p> <p>Flexible approach to meet the demands of the Service</p> <p>Commitment &amp; self-motivation</p> <p>Compassion, Empathy/ understanding, able to cope with highly emotional/distressing circumstance, able to manipulate equipment, some of which requires high levels of speed and hand/eye coordination</p> <p>Tolerance. Ability to cope with unpleasant and noisy conditions, smells, verbal abuse and aggression</p>	Facilitator skills	Interview / references
Other	Able to move between sites within ABUIB as the job role demands		Application /interview