

PERSON SPECIFICATION							
<b>Job Title:</b> <b>Team:</b> <b>Reports to:</b>	<b>BAND 7 THERAPY TEAM LEADER (Occupational Therapist or Physiotherapist)</b> <b>Acute Medicine Team</b> <b>Professional Lead for Occupational/Physiotherapy/Integrated Therapies</b> <b>Clinical Lead</b>						
Criteria		Essential/ Desirable Criteria		Assessment Method			
				A	I	T	R
<b>Education and Qualifications</b>							
Diploma/Degree in Physiotherapy/Occupational Therapy (BSc/MSc)	E		✓				
Current HCPC registration	E		✓				
Evidence of relevant postgraduate courses/CPD	E		✓				
Undertaken a student/fieldwork educators course	E		✓				
Membership of relevant specialist group	E		✓				
Leadership training	E		✓				
Coaching/supervision training	E		✓				
Leadership study at postgraduate level, e.g. MSc leadership module or equivalent		D	✓				
<b>Experience and Knowledge</b>							
Band 6 experience which includes relevant work in a variety of settings, e.g. palliative care, neurology, falls, bariatric, dementia, delirium, general medicine, gastrology, orthopaedics	E		✓	✓			
Demonstrates specialist clinical skills within area including complex case management, e.g. manual handling, mental capacity, discharge planning	E		✓	✓			
Significant experience of working within teams including integrated teams	E		✓	✓			
Evidence of variety of assessment skills within different clinical areas	E		✓	✓			
Evidence of involvement in service development, e.g. working on projects	E		✓	✓			
Training and clinical supervision of clinical staff and students and other disciplines including the teaching of specialist skills	E		✓	✓			
Working knowledge of relevant clinical governance/current topics in the NHS	E		✓	✓			
Demonstrates self-directional learning and the ability to evaluate own performance	E		✓	✓			
Absence management and wellbeing support of staff		D	✓	✓			
Worked as a Band 7		D	✓	✓			
Team leadership experience		D	✓	✓			
Clinical supervision of Band 6		D	✓	✓			
Audit		D	✓	✓			
Interest in research		D	✓	✓			

<b>Skills, Abilities and Competencies</b>						
Self-motivated, proactive and resourceful	E		✓	✓		✓
Ability to use own initiative and problem solve	E		✓	✓		✓
Ability to act as an autonomous practitioner, organising, prioritising and delegating workload as appropriate	E		✓	✓		✓
Good communication skills, including empathy, motivational and assertiveness skills	E		✓	✓		✓
Able to work well with others and pass on skills and knowledge	E		✓	✓		✓
Ability to work flexibly across clinical areas and adapt to the needs of the service particularly when the service is under pressure	E		✓	✓		✓
Proven leadership skills including team building and supporting others		D	✓	✓		✓
Experience of leading change and service development		D	✓	✓		✓
Critical appraisal		D	✓	✓		✓
Basic IT skills		D	✓	✓		✓
<b>Other</b>						
Evidence of motivation for Band 7 role	E		✓	✓		
Ability to take on responsibilities and additional duties	E		✓	✓		
Motivation for area and James Paget University Hospital Trust	E		✓	✓		
<b>Behavioural Qualities</b>						
Collaboration	E		✓	✓		✓
Accountability	E		✓	✓		✓
Respect	E		✓	✓		✓
Empowerment	E		✓	✓		✓
Support	E		✓	✓		✓

**Assessment Criteria: A – Application, I – Interview, T – Test, R - Reference**