

**PERSON SPECIFICATION**

<b>Job Title:</b>	<b>Childrens Community Therapy Team Leader-Physiotherapy</b>	<b>AFC No.: PTA0170</b>
<b>Band:</b>	<b>B7</b>	
<b>Department:</b>	<b>Children's Therapy Service</b>	
<b>Group:</b>	<b>Women &amp; Child Health Group</b>	

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>EXPERIENCE</b>	<p>Significant post-graduate and post-competency experience working with children in a variety of settings, with a range of paediatric conditions.</p> <p>Experience of managing and prioritising a caseload.</p> <p>Experience of working with assistants, students, newly qualified therapists, and others as appropriate.</p> <p>Experience of participating in the delivery and development of training to a variety of recipients, both professional and non-professional.</p> <p>Experience of participating in clinical service development in response to local and national priorities involving research, audit, and user feedback.</p> <p>Experience of working within the NHS</p>	AF & I	<p>Experience of working with SEND agenda.</p> <p>Evidence of completion of Leadership or Management training</p>	AF & I
<b>QUALIFICATIONS</b>	A degree (or diploma) in Physiotherapy from a recognised training establishment.	AF & I	MSc in Physiotherapy or related clinical area	AF & I

	<p>Member of CSP</p> <p>Registration with HPC.</p> <p>Evidence of a comprehensive, relevant and up to date CPD record</p>			
<b>KNOWLEDGE</b>	<p>Knowledge of government policies and guidelines pertaining to SEND and the National Curriculum and how these may impact upon the client group served by Children's Therapies</p>	AF & I		AF & I
<b>PERSONAL QUALITIES</b>	<p>Ability to demonstrate empathy with clients, carers and families whilst maintaining professional objectivity when working with difficult physical, emotional and social circumstances.</p> <p>An ability to support, encourage and motivate colleagues within the SLT team, children's therapies team, parents and multi-agency community.</p>	AF & I		AF & I
<b>MANAGEMENT / SUPERVISION / COORDINATION SKILLS</b>	<p>Be able to manage all aspects of work including identifying training needs, carrying out appraisals, full management of sickness absence, conduct and capability cases within department.</p> <p>Ability to work in partnership with all appropriate others.</p> <p>Ability to deliver agreed objectives to specific deadlines.</p> <p>Ability to use initiative and to make decisions.</p> <p>Ability to manage time efficiently and effectively.</p>	AF & I		AF & I

	Ability to carry out audit, evaluations and planning activity to inform service developments and quality improvements.			
<b>WRITTEN SKILLS</b>	Excellent written skills for the purposes of report writing and designing training packages.	AF & I		AF & I
<b>COMMUNICATION / VERBAL SKILLS</b>	Be able to write complex reports and formulate policies Excellent written skills for the purposes of report writing, designing training packages and contributing to policies	AF & I		AF & I
<b>RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES</b>	Ability to manage physical and electronic equipment and resources appropriately and safely.  Able to manage a non-pay budget, pay budget or manage income generation targets.	AF & I		AF & I
<b>PHYSICAL SKILLS</b>	Ability to employ highly developed physical, sensory and perceptual skills in the assessment, diagnosis and treatment of clients.  Willingness to travel as appropriate and work flexibly as required	AF & I		AF & I
<b>PHYSICAL EFFORT</b>	Ability to be able to transport equipment and resources. The ability to move and handle patients using therapeutic techniques. To lift patients into bed using mechanical aids Sitting at the computer whilst writing reports/inputting data	AF & I		AF & I
<b>MENTAL EFFORT</b>	Ability to manage conflict in clinical and non-clinical situations.	AF & I		AF & I

	<p>The ability to take responsibility for imparting bad news to patients or relatives in a sensitive manner.</p> <p>Ability to recognise own professional boundaries and seek support where necessary.</p>			
<b>WORKING CONDITIONS</b>	<p>The post holder must be able to identify potential risks of being exposed to physical / verbal aggression.</p> <p>The post holder must be able to adapt to working in different environments which may include the patient's own home.</p>	AF & I		AF & I
<b>OTHER</b>	<p>An understanding of and commitment to the model of service delivery operating within the children's therapies service and the wider multi-disciplinary community (tiers model, universal, targeted &amp; specialist).</p> <p>To be presentable and punctual.</p> <p>Driving licence and access to a car</p>	AF & I		AF & I

**Key:** AF - Application Form / I - Interview / P - Presentation / Q – Qualification Documents / R – Registration Documents / T – Test