

**PERSON SPECIFICATION**

**POST TITLE: PAEDAITRIC PHYSIOTHERAPIST – TEAM LEADER Band 7**

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>Degree/Diploma in Physiotherapy</li> <li>HPCP Registered</li> <li>Relevant Masters level studies or equivalent level of knowledge demonstrated e.g. extensive CPD in specialist area</li> </ul>	<ul style="list-style-type: none"> <li>Relevant accredited clinical courses</li> <li>Leadership and management qualification</li> <li>Clinical Supervisor accreditation</li> <li>Member of CSP/ACPC</li> <li>Wide range of CPD activities, esp. related to specialist area</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Documentary proof</li> <li>Interview</li> </ul>
<b>Clinical</b>	<ul style="list-style-type: none"> <li>Post Graduate clinical experience of working with a broad range of children and young people across a variety of settings at post graduate level. This must include assessment, management and support of CYP with Neurological conditions.</li> <li>Post graduate experience of assessment and prescription of bespoke Paediatric equipment</li> <li>Clinical experience as an autonomous practitioner for management of complex clinical Paediatric caseloads.</li> </ul>	<ul style="list-style-type: none"> <li>Post registration experience of the management of CYP with complex medical conditions in a specialist educational environment</li> <li>In depth knowledge of CPIP.</li> <li>Experience of working with children following complex, multi-level orthopaedic surgery.</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>References</li> </ul>



	<ul style="list-style-type: none"> <li>• Able to demonstrate breadth and depth of knowledge of current best practice across multiple areas of Paediatric Physiotherapy.</li> <li>• Demonstrates advanced clinical reasoning skills</li> <li>• Ability to recognise areas for own clinical development and to identify a plan in order to meet this</li> <li>• Assessing and developing plans to meet complex health needs, understanding associated choices and risks and supporting colleagues to do this also.</li> <li>• Understanding and applying local and national policy relating to patient/client/client group.</li> <li>• Translating evidence into practice and using advanced clinical reasoning</li> </ul>		
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrates clear commitment to a team approach; exchanging ideas, supporting and working with others.</li> <li>• Excellent verbal and written communication skills; conveying clear messages to a wide range of listeners of different ages and abilities to understand health messages</li> <li>• Ability to work under pressure and work to deadlines.</li> <li>• Motivated and enthusiastic.</li> <li>• Ability to deal with patients/parents who may be present with conflict.</li> <li>• Flexible and innovative</li> <li>• Negotiation and problem solving skills</li> </ul>	<ul style="list-style-type: none"> <li>• Confident to chair meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>



	<ul style="list-style-type: none"> <li>• Good personal organisational skills</li> <li>• Willingness to work flexibly</li> <li>• Able to cope with change and proactively engage with this</li> <li>• Demonstrates excellent analytical and reflection skills</li> <li>• Excellent personal organizational skills</li> <li>• Able to motivate others, including patients, carer's, colleagues and other professionals</li> </ul>		
<b>Management and Leadership</b>	<ul style="list-style-type: none"> <li>• To be able to use leadership skills to communicate, motivate and mobilise people towards shared goals</li> <li>• Identify the need for change, lead innovation and manage changes in practice and/or service delivery.</li> <li>• Experience of leading a project</li> <li>• Able to motivate others, including patients, carer's, colleagues and other professionals</li> <li>• Experience of line managing registered or non-registered staff</li> <li>• Highly developed negotiation and problem solving skills</li> <li>• Able to demonstrate proactive management of issues and problems</li> <li>• Excellent interpersonal skills including observation, listening and empathy</li> <li>• Understands implications of wider NHS issues</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of deputising for senior team members in a clinical or non-clinical capacity</li> <li>• Experience of managing a Team</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>



<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills; conveying clear messages to a wide range of listeners of different ages and abilities</li> <li>• Experience of delivering presentations at post graduate level to patients and/or professionals</li> <li>• Experience of clinical education of students</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of creating presentations to deliver to patients/professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Quality</b>	<ul style="list-style-type: none"> <li>• Experience of contributing to an audit</li> <li>• Experience of contributing to a service development project</li> <li>• Knowledge of clinical governance, risk assessment/management and adverse incident reporting structures and strategies</li> <li>• Knowledge and application of relevant national/local policies, procedures and protocols, guidelines and professional standards eg NICE</li> <li>• Knowledge of research methods and their application to clinical practice</li> <li>• Have experience of Continuous Quality Improvement tools/skills e.g. Audit, PDSA, Process mapping, Fishbone Diagrams</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of designing and completing an audit</li> <li>• Experience of leading on a service development project</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Current full UK driving license</li> <li>• Competent IT skills</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Documentary proof</li> </ul>



**Kindness · Courage · Respect**

