PERSON SPECIFICATION

Post Title	Occupational Therapist	Band	9	Job Evaluation Reference	BM52

Required Attributes		
1. EDUCATION AND TRAINING	**Essential**	**Desirable**
• **Only asking for qualifications as an essential criteria can be done if it is a fundamental requirement of the role (i.e. the role could not be done without it). Otherwise, a qualification should be used as an indication of the knowledge required to perform the role and equivalent knowledge/experience* should be considered (i.e. SCQF Level 6 or equivalent knowledge/experience)** ***equivalent knowledge/experience can be gained in several ways including relevant work experience, voluntary or community activities, on-the-job or off-the-job training or full-time or part-time study**		
Educated to SCQF Level 9 (e.g. Ordinary Degree) or equivalent in Occupational Therapy	X	
Current registration with the Health and Care Professions Council (HCPC)	X	
2. KNOWLEDGE AND EXPERIENCE	**Essential**	**Desirable**
• **Consider what knowledge and experience is essential at the point of recruitment and what can be considered desirable and can be learned through on-the-job training**		
Significant experience in a relevant field	X	
Working in a community or alternative setting	X	
Working in a community team		X
Working with older people and/or people with disabilities		X
Moving and handling techniques		X
Current relevant legislation and policy	X	
Disability including causes and affects	X	
Demonstrates understanding of environmental barriers		X
3. SKILLS AND ABILITIES	**Essential**	**Desirable**
• **Consider what skills and abilities are essential the point of recruitment and what can be considered desirable and can be learned through on-the-job training**		
Effective communication skills including report writing and liaising with a range of audiences	X	
Effective organisational and time management skills	X	
Computer/IT literate	X	

Good interpersonal skills	X	
Ability to gather and analyse complex information for assessment purposes	X	
4. PERSONALITY FACTORS	**Essential**	**Desirable**
• **Include personality traits and interpersonal skills that align to the Councils Core Behaviours**		
Ability to work alone as well as part of a team	X	
Ability to use initiative and take responsibility	X	
Positive response to change	X	
Commitment to equality of service provision and service development	X	
5. OTHER REQUIREMENTS	**Essential**	**Desirable**
• **Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc**		
Driving licence	X	
PVG check (if preferred candidate)	X	
Willingness to learn and a commitment to professional development and student training.	**X**	

Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviours:

• Strengthen – our Communities · Understand – our children's needs · Protect – our vulnerable people · Promote – equality and diversity
• Open and transparent – at all times · Respect – our environment · Treat – each other with kindness

Guidance:
A factsheet on writing a person specification is available on Connect within the recruitment policy/procedure.