



PERSON SPECIFICATION

Post: Special Seating Clinical Specialist (Occupational Therapist or Physiotherapist) / Senior Clinical Engineer.

Date Updated: April 2024

	Essential Criteria	Desirable Criteria
<p>Qualifications & Experience</p>	<p>Candidates for appointment must:</p> <ul style="list-style-type: none"> • Hold an Occupational Therapy or Physiotherapy qualification recognised by the Occupational Therapists or Physiotherapists Registration Board at CORU <p style="text-align: center;">OR</p> <p>Hold a NFQ Level 8 in Biomedical or Clinical Engineering, or equivalent. It is the responsibility of the applicant to provide written proof of equivalence of their qualification(s) – Ref. http://www.nfq-qqi.com/</p> <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> • Be registered on the Occupational Therapists /Physiotherapists Register maintained by the Occupational Therapists or Physiotherapists Registration Board at CORU. <p style="text-align: center;">OR</p> <p>Be registered as a member with the Biomedical and Clinical Engineering Association of Ireland.</p> <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> • Have five years full-time (or equivalent) post-qualification clinical experience, of which four years full-time (or equivalent) must be consecutive working as a senior Occupational Therapist / Physiotherapist / Clinical Engineer in the area of special seating. 	<ul style="list-style-type: none"> • Track record of establishing and maintaining collaborative working partnerships with third level educational institutions • Experience in managing databases and conducting audits • Postgraduate qualification in the relevant profession

AND

- Demonstrate a proven record of clinical excellence in special seating, encompassing the areas of postural assessment, postural management, mobility and seating equipment selection, prescription, configuration, and issue.

AND

- Experience of developing and delivering educational programmes

AND

- Experience of undertaking research, with a track record of disseminating research findings

AND

- Experience in service development and practice standards development

AND

- Must have the requisite knowledge and ability (including a high standard of suitability, management, leadership and professional ability) for the proper discharge of the duties of the office.

AND

- Be competent and capable of undertaking duties attached to the role and be in a state of health such as would indicate a reasonable prospect of an ability to render regular and efficient service

AND

- Experience leading and working at a consultative level in clinics alongside consultants and/or other lead therapists

- Candidates for, and any person holding the office, must be of good character.

- As relevant, proof of Statutory Registration on the Occupational Therapists Register or Physiotherapist Register maintained by the Occupational Therapists or Physiotherapist Registration Board at CORU must

	<p>be provided before a contract of employment can be issued.</p>	
<p>Organisational and Professional Knowledge</p>	<p>Candidates for appointment must:</p> <ul style="list-style-type: none"> • Demonstrate development of professional reasoning and behaviour showing a clear understanding of the role of the Clinical Specialist working in the area of special seating. • Demonstrate evidence of advanced clinical experience, knowledge reasoning and skills in the assessment, planning, implementation, evaluation and modification of special seating interventions for service users • Demonstrate knowledge and understanding of: <ul style="list-style-type: none"> · The model of interdisciplinary team working. · A person-centred/family-centred approach in the delivery of services to people with disabilities · Enable Ireland services, including its special seating service · The HSE Progressing Disability Services for Children & Young People (PDS) and New Directions initiatives. • Demonstrate experience and/or training in: <ul style="list-style-type: none"> · Staff supervision · Supervision of students • Demonstrate a proven record of clinical excellence and achievement in the areas of: <ul style="list-style-type: none"> · Clinical audit, · Quality improvement initiatives, · Practice development, · Advanced clinical reasoning, · Teaching and · Research • Demonstrate evidence of continuing professional development relevant to the area of special seating, in the form of post-graduate qualifications or relevant professional courses. 	<ul style="list-style-type: none"> • Postgraduate research experience

Core Competencies:		
Planning & Managing Resources	<p><u>Candidates for appointment must:</u></p> <ul style="list-style-type: none"> • Demonstrate ability to efficiently and effectively manage a caseload, including the ability to lead physical assessments in children and adults with a range of disabilities including physical, sensory, learning disabilities, and autism. • Have experience of exercising a high degree of professional autonomy in the analysis of highly complex facts or situations that contribute to the implementation of a treatment or management strategy for the service user. • Demonstrate experience of appropriate planning and balancing of clinical demands with administrative and other responsibilities, through effective time-management and organisation skills. • Provide evidence of IT skills sufficient to facilitate service delivery, statistical analysis, health care records documentation, report writing and dissemination of research, training development & delivery, email communications, etc. 	
Judgement & Evaluation	<p><u>Candidates for appointment must:</u></p> <ul style="list-style-type: none"> • Demonstrate the ability to effectively analyse and critically evaluate complex information and make appropriate decisions e.g. Select, implement and synthesise the outcomes of standardised and non-standardised assessments that identify occupational, physiological, and functional needs in complex situations. • Make informed decisions based on best available information while taking into account the context and situation within which the decision is being made. • Ensure decisions made are professional, ethical and consistent in manner. • Demonstrate evidence-based practice through the process of clinical reasoning and decision-making, allowing knowledge to be applied to complex/different situations. 	

	<ul style="list-style-type: none"> • Be able to explain the rationale behind decisions confidently when faced with opposing or competing demands - being objective but also aware of sensitivities in their approach. • Be able to recognise when further intervention in relation to decision making is required. • Regularly quantify and evaluate activities against service plans and takes timely action to correct potential difficulties and/or to respond to changing needs. Recognise how service constraints impact on service delivery. 	
Professional Development & Standards in Service	<p><u>Candidates for appointment must:</u></p> <ul style="list-style-type: none"> • Deliver a quality, evidence-based service, and report on same as necessary. • Demonstrate sufficient clinical skills in physical assessment and subsequent seating intervention to meet the specific needs of children and adults attending our service. • Have an awareness and understanding of legislation, regulatory compliance, and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Participate in training in line with legal and professional standards • Identify current and future development needs for the delivery of special seating services to meet the needs of the service user, community or population, including those in complex situations. • Demonstrate a commitment to continuous professional development and collaborative working. 	<ul style="list-style-type: none"> • Involvement the Irish Posture and Mobility Network, or equivalent special seating special interest group • Knowledge of the European Medical Devices Regulations
Team Working	<p><u>Candidates for appointment must:</u></p> <ul style="list-style-type: none"> • Understand the complexity of working in a team and team dynamics, and contribute to the creation and maintenance of a positive team spirit. • Be able to demonstrate effective team working within multidisciplinary teams that include technical and clinical staff. • Acknowledge and embrace diversity among team members, realising the importance of open communication and cooperative teamwork in the 	<ul style="list-style-type: none"> • Understanding of the principles of postural management and trans-interdisciplinary working arrangements

	<p>planning and delivery of services.</p> <ul style="list-style-type: none"> • Recognise the positive contributions of other clinical and professional staff. • Deal positively and constructively with obstacles and conflict within teams to ensure service user-focused interventions. • Recognise when it is appropriate to make decisions in collaboration with others and when to refer decisions to a higher level of authority. • Co-ordinate interventions with other members of the team and with other agencies to ensure an optimum service is provided for all service users. • Mentor and act as a role model for therapists, volunteers and placement students. 	
<p>Leadership</p>	<p><u>Candidates for appointment must:</u></p> <ul style="list-style-type: none"> • Show evidence of managing change successfully. • Demonstrate ability to influence people and events. • Take responsibility for the achievement of service delivery targets. • Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service. • Build credibility and portray the profession in a positive light by being professional and well-informed, and by demonstrating determination and initiative to achieve results and to improve the service. 	<ul style="list-style-type: none"> • Demonstrable project management experience
<p>Building & Maintaining Working Relationships</p>	<p><u>Candidates for appointment must:</u></p> <ul style="list-style-type: none"> • Demonstrate sound interpersonal skills including the ability to collaborate effectively with a wide range of people, e.g. colleagues, families, carers etc. • Treat individuals in a fair, equitable and inclusive manner, in all therapeutic and professional relationships. • Demonstrate sensitivity, diplomacy and tact when dealing with others and be patient and tolerant when dealing with conflict or negative attitudes from others. 	

	<ul style="list-style-type: none"> • Demonstrate strong negotiation skills, remaining firm but flexible when putting forward a point of view. • Communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Understand the importance of good communication within the organisation. 	
Special Aptitudes	<p><u>Candidates for appointment must demonstrate:</u></p> <ul style="list-style-type: none"> • Flexibility in service delivery. • Creative problem solving skills • Track record in innovation • Proactive approach to overall performance. • Willingness to embrace organisational development and change and encourage same among peers. • Ability to provide service across teams and across a large geographical area. 	<ul style="list-style-type: none"> • Driving license with access to own transport