

## PERSON SPECIFICATION FOR EATING DISORDER BAND 6 Eating Disorders Community OT

CRITERIA	<p style="text-align: center;"><b>ESSENTIAL</b></p> <p style="text-align: center;">Requirements necessary for safe and effective performance in the job</p>	<p style="text-align: center;"><b>SEE KEY *</b></p>	<p style="text-align: center;"><b>DESIRABLE</b></p> <p style="text-align: center;">Elements that would contribute to immediate performance in the job</p>	<p style="text-align: center;"><b>SEE KEY *</b></p>
<p><b>EDUCATION AND QUALIFICATIONS</b></p>	<ol style="list-style-type: none"> <li>1. Degree/Diploma in Occupational Therapy.</li> <li>2. Health &amp; Care Professionals Council (HCPC) registered Occupational Therapist.</li> <li>3. Completion of mental health-specific workshops and short courses.</li> </ol>	<p style="text-align: center;">A A A A</p>	<ol style="list-style-type: none"> <li>1. Postgraduate training specific to clinical specialty.</li> <li>2. Completion of Practice Placement Educator's Course.</li> </ol>	<p style="text-align: center;">A/I  A/I</p>
<p><b>PREVIOUS EXPERIENCE</b> <b>Paid/unpaid relevant to job.</b></p>	<ol style="list-style-type: none"> <li>1. Post-qualification experience in mental health.</li> <li>2. Experience in using a range of standardised OT assessments including Model of Human Occupation assessments.</li> <li>3. Experience of working in a multi-disciplinary team.</li> <li>4. Experience of working in a multi-cultural environment.</li> <li>5. Experience of drafting group protocols and setting up / facilitating groups or group programmes.</li> <li>6. Experience of partnership-working in promoting socially-inclusive opportunities for patients.</li> <li>7. Experience in completing the HONOS screening clustering tool or Risk Assessment Tools.</li> </ol>	<p style="text-align: center;">A/I A/I A/I A/I A/I A/I A/I A/I</p>	<ol style="list-style-type: none"> <li>1. Experience of working with those who have a diagnosis of an eating disorder.</li> <li>2. Experience of participating in audit / research projects.</li> <li>3. Experience of care coordination.</li> <li>4. Lived experience' of either using mental health services or supporting someone who uses services.</li> <li>5. Supervision of staff, OT students / non-qualified staff.</li> </ol>	<p style="text-align: center;">A/I A/I A/I</p>
<p><b>SKILLS, KNOWLEDGE, ABILITIES</b></p>	<ol style="list-style-type: none"> <li>1. Individual and group work assessment and intervention skills.</li> <li>2. Good communication skills i.e. written, verbal, listening and proficient use of up to data systems of communication (i.e. IT systems, e-mail, fax, telephone etc).</li> <li>3. Skills in producing timely, accurate and informative reports and notes.</li> <li>4. Good organisational skills and an ability to delegate effectively.</li> <li>5. Clear concept of Occupational Therapy and models of practice.</li> </ol>	<p style="text-align: center;">A/I A/I A/I A/I A/I</p>	<ol style="list-style-type: none"> <li>1. Research and development at graduate level.</li> <li>2. Knowledge of the theory underpinning the Model of Human Occupation.</li> <li>3. Completion of OT medicines management training.</li> <li>4. Presentation skills</li> </ol>	<p style="text-align: center;">A/I A/I A/I A/I</p>

	<ul style="list-style-type: none"> <li>6. Knowledge of the application of risk assessment and risk management strategies to facilitate a service user's recovery.</li> <li>7. Knowledge of personal recovery principles and their application to service delivery</li> <li>8. Ability to work autonomously, as well as part of an MDT.</li> <li>9. Ability to manage conflict constructively.</li> <li>10. Ability to prioritise workload and use initiative.</li> <li>11. Ability to work creatively to engage service users.</li> <li>12. Ability to identify and undertake appropriate learning and development opportunities regularly as part of ongoing CPD.</li> <li>13. Ability to adopt a culturally-sensitive approach that considers the needs of the whole person.</li> <li>14. Ability to determine the impact of mental and physical conditions on a service user's functional ability and undertake assessments/make recommendations.</li> <li>15. Ability to work in a team setting i.e. collaborating/facilitating/ directing and understanding diversity.</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	5. Audit skills	A/I
<b>PERSONAL CHARACTERISTICS</b>	<ul style="list-style-type: none"> <li>1. High level of personal motivation.</li> <li>2. Flexibility and creativity in approach.</li> <li>3. Awareness of self in relation to others, with the ability to set and manage boundaries.</li> <li>4. Demonstration of self-awareness and an ability to use initiative.</li> <li>5. Commitment to learning and development.</li> <li>6. Positive role model for junior staff.</li> <li>7. Interpersonal skills which enable constructive relationships to be built.</li> <li>8. Commitment to treating service users with respect and dignity at all times.</li> <li>9. Willingness to work evenings as required</li> <li>10. Willingness to cook and eat with patients modelling normal healthy eating habits on a regular basis.(NB Veganism or other highly restrictive eating practice cannot be accommodated).</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	1. Advocacy of OT within services.	A/I
<b>OTHER</b>	<ul style="list-style-type: none"> <li>1. Sickness (or attendance) record that is acceptable to the Trust; to be checked.</li> <li>2. Declared medically fit by the Occupational Health department to perform the duties of the post.</li> <li>3. Ability to understand and implement National Policies, Equal Opportunities and the Code of Ethics at the level appropriate to the job.</li> </ul>	<p>A/I</p> <p>AI</p> <p>A/I</p>	1. Membership of BAOT and Specialist Sections.	A/I

**\*Key: Measured by: A = Application Form I = Interview T = Test [Laura Lock 28.04.17]**