

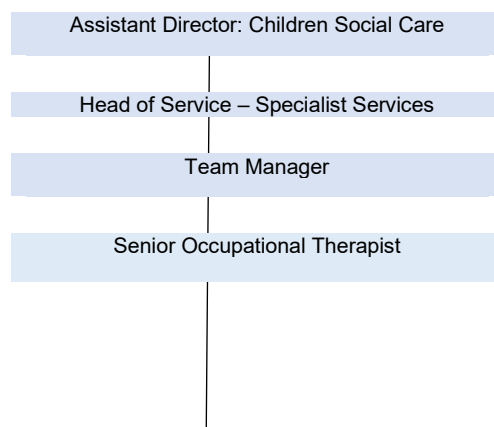
JOB DESCRIPTION

Job Title:	Senior Occupational Therapist		
Directorate:	People	Salary:	£48,226 - £51,356 plus £729 London Weighting & £963 Essential Car User Allowance
Section:	Children's Social Care	Grade:	BG-E SCP 37-40
Location:	Time Square	Work Style:	Flexible

Key Objectives of the role

- To work as a Senior Occupational Therapist as part of a multidisciplinary Childrens Specialist Support Team, providing experience and expertise to occupational therapy colleagues, OT students, non -qualified staff and multi agency teams.
- To support the Team Manager of CSST in delivering and maintaining high standards of performance ensuring continuous development and supporting children to fulfil their potential in light of their additional needs.
- Maximising the effectiveness of allocated resources to improve the lives of children and families with disabilities.
- Provide supervision and support to members of the team including coaching and mentoring others to develop performance and positive outcomes to those who they support.
- Provide senior expertise to complex assessments and case management.
- To Provide quality supervision to team members encouraging regular reflection, CPD and case reviews.
- To support the CSST Team Manager in looking for ways to improve services, cost effective interventions and management of the performance of the team and service.

Designation of post and position within departmental structure



Daily and monthly responsibilities

- To work as part of a team triaging and prioritising referrals that have been received by Childrens Social Care from multiple sources, eg GP's, SCAC, individuals and hospital avoidance.
- To work with children and their families to coordinate the identification of their needs and undertake complex and comprehensive assessments. This will include those with diverse and complex presentations in a way that maximises independence, choice and control.
- To provide 1-1 and group support, professional supervision, appraisal and development of students, newly qualified OT's and OT peers as required.
- To work autonomously within the scope of your practice, being accountable for your work and supporting best outcomes for children and young people.
- To work with the Team Manager to carry out general service and team planning and taking a lead role in OT service improvement and development.
- Contribute to policy and practice development to ensure professional standards.
- To carry out research and planning to support the development of OT practice amongst the team and service.
- To work alongside other community service providers to connect service users to wider networks of support with partner agencies.
- To apply motivational interviewing and a strength-based approach to assessment and planning.
- Work with children and families and partner agencies, including advocates, children and their families, carers, local service providers and colleagues in the voluntary sector to ensure a joined-up approach to support and intervention.
- To act in the best interest of children and families to ensure that they can achieve their outcomes and remain safe, independent and reduce risks of harm.
- To provide expert advice and decision making on complex cases, in an informed and confident manner.

- To work within the legislative framework, national and local policy and within the philosophy of OT practice, ensuring compliance with all council policies, procedures and code of conduct of the staff within the service area and ensure Health Care Professionals Council (HCPC) standards are met.
- Document accurate and timely recording of work on a child's case file and share information in line with legislation, local policy and procedures.
- Work proactively with individuals and families and to work with other professionals in a timely manner ensuring that relevant safeguarding measures are in place and information is captured, stored and appropriately shared in doing so.
- When required and appropriate, prepare reports for legal proceedings and court.
- To be professionally accountable for all aspects of your work and provide appropriate levels of support, training and challenge to designated staff, enabling continuous professional development; develop best practice, up-to-date evidence-based practice, attendance at all mandatory training and specialist training where appropriate.

Scope of role

The occupational therapy service within the Children's Specialist Support team has developed and evolved over time. We are now seeking to recruit a Senior Occupational Therapist in conducting assessments promptly and providing support to children and young people, helping them live as independently as possible. However, you will be given time to meet the demands of the service as part of a supportive team. You will have the opportunity to reflect, solve problems and develop practice. We enable children to achieve their potentials through child-centred, strength-based practice, reablement and support. You will be an autonomous practitioner but also work as part of a multi-disciplinary team.

All employees have a responsibility for safeguarding and promoting independence and wellbeing.

Commitment to the Council's Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	• Recognised Occupational Therapist qualification at degree level or above. • Registered with professional body e.g. HCPC. • Experience of assessing and care managing complex cases, planning and reviewing interventions. • Significant relevant post qualifying experience. • Experience of supervising/supporting and developing others, including students, support staff or OTs. • Experience in manual handling. • Ability to work closely with partner organisations and build relationships. Safeguarding Level 1.	Safeguarding level 2 & 3. Practice Education course; supervisory management course; Best Interest Assessor.
Competence Summary (Knowledge, abilities, skills, experience)	Skills • Working in and with multi professional teams and professionals. • Compassionate and empathetic when working with others. • Self-directing and working to deadlines and tight timescales. • Supervisory skills. • Leadership skills. • Mentoring and coaching with ability to motivate and support others. • Strong listening and communication skills. • Excellent presentation and report writing skills. • Awareness of performance management. • Encouraging inclusion, diversity and equality. • Innovative – to be involved in service development, ensuring teams work effectively and efficiently.	

Knowledge

- Knowledge of the relevant legislative framework and national policies.
- Safeguarding policies and procedures.
- Liberty Safeguard Protections (DoL's).
- OT professional standards.

Experience

- Safeguarding of children and adults.
- Working with multi-agency professionals.
- Report writing and presentations.
- Working with families, other service providers and networks.

Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare.

Work-related Personal Requirements	The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment.
Other Work Requirements	A satisfactory enhanced Disclosure and Barring Service check. This role has been identified as public facing in accordance with Part 7 of the Immigration Act 2016; the requirement to fulfil all spoken aspects of the role with confidence in English applies This post is exempt from the Rehabilitation of Offenders Act 1974
Role models and demonstrates the Council's values and behaviours	Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities. We make our values real by demonstrating them in how we behave every day.

All staff should hold a duty and commitment to observing the Council’s Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.

