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| **Employee Specification – Senior Physiotherapist**  |  |

St Gemma’s Hospice is an equal opportunities employer and endeavors to recruit the best person for each vacancy regardless of gender, race, religion or belief, age, sexual orientation, disability or any other factor irrelevant to the ability to do the job. Employees are required to follow the Personnel policies and procedures supporting recruitment and selection.

| **Attributes** | **Essential** | **Desirable** | **How identified****Interview = I****Application form = A** |
| --- | --- | --- | --- |
| **Experience** |  |  |  |
| Experience of managing/leading other e.g. staff, volunteers and/or students |  |  | A/I |
| Minimum of 3 years post registration experience in a variety of settings |  |  | A/I |
| Evidence of experience in physiotherapy in palliative care |  |  | A/I |
| Evidence of service development & innovation |  |  | A/I  |
| Recent experience of multi-disciplinary team working |  |  | A/I |
| Community experience |  |  | A/I |
| **Knowledge** |  |
| Some clinical knowledge of effects of long term neurological conditions |  |  | A/I |
| Knowledge of the principles of Clinical Governance and Risk Management  |  |  | I |
| Research/evidence based practice |  |  | I |
| Basic clinical knowledge of a variety of conditions including complex multi-pathologies and the physiotherapeutic management. |  |  | I |

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| **Qualifications/Training** |  |
| BSc/BSc Hons/Diploma in Physiotherapy |  |  | A |
| Member of the Chartered Society of Physiotherapy (MCSP) |  |  | A |
| Registered with Health and Care Professions Council (HCPC) |  |  | A |
| Demonstration of recent appropriate CPD |  |  | A |
| **Skills/Abilities** |  |
| Effective time management skills with the ability to prioritize and adapt to the unpredictable nature of the work. |  |  | I |
| Previous experience in training, presentations and group work |  |  | I |
| Practice in acupuncture and Tens |  |  | I |
| Good written and verbal communication skills |  |  | A/I |
| Ability to work within a team |  |  | I |
| Ability to deal with emotive situations |  |  | I |
| IT skills – Word, email, Systm One or EMIS. Previous use and familiarity with Online platforms such as Zoom or Microsoft teams |  |  | A |
| Certificate in Manual Handling Training |  |  | A/I |
| **Personal Attributes** |  |
| Car Driver with access to a car with business use insurance |  |  | A/I |
| Motivated and confident |  |  | I |
| Resilience |  |  | I |
| Ability to be flexible when required |  |  | I |
| Ability to offer advanced communication to provide and receive complex and sensitive information |  |  | I |