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| **Criteria for Selection** | **Essential Requirements** | **Desirable Requirements** |  | **Assessment Method** |  |
| **Qualifications** | CSP Membership  Diploma / degree in physiotherapy  Registered with Health Care Professionals Council | Member of ATACP |  | Certificates  Application form |  |
| **Experience** | Minimum 18 months as a Band 5 Physiotherapist  Experience working as a physiotherapist with people with a range of conditions and ages.  Ability to work independently and autonomously  Understanding of Child and Vulnerable Adult Protection issues  Assessing and managing a caseload | Previous work in hydrotherapy pools  Completion of Foundation ATACP course, or Aquaepps (Dr Heather Epps), aquatic or Halliwick courses or training  ATACP Accredited |  | Application form and interview |  |
| **Skills/ Knowledge** | Demonstration of general knowledge across a range of conditions and ages, with the appropriate theoretical and practical experience  CPD portfolio showing evidence of attendance at mandatory training and evidence of appropriate in-service and external training  Patient and reliable  Team worker  Excellent communicator  Evidence of being proactive in developing working relationships with a range of professionals  Flexible and calm in challenging situations, such as if emergency evacuation of a client was required. |  |  | Application form and interview |  |
| **Communication Record Keeping & Organisational Skills** | Ability to organise self and diary  Ability to empathise and reassure and demonstrate sensitivity and tact.  Ability to persuade, motivate and negotiate.  Ability to communicate where there are barriers to understanding. To effectively communicate with people of all ages and capabilities  Ability to contribute to clinical education of less experienced staff/ external agencies / poolside assistant |  |  | Application form and interview |  |
| **Judgement** | Ability to analyse clinical and non-clinical complex facts and situations, which require the interpretation and comparison of a range of options.  Ability to plan, organise, formulate and adjust complex plans.  Ability to supervise and delegate work to poolside assistant.  Ability to risk assess situations and complex cases and provide outcomes that mitigate or reduce risk to all involved |  |  | Application form and interview |  |
| **Motivation** | Demonstrate enthusiasm, vision and a desire to achieve.  Committed to developing knowledge and expertise within aquatic physiotherapy  Demonstrate a forward-thinking and professional attitude.  Demonstrate an interest in promoting aquatic physiotherapy to health professionals and other agencies. |  |  | Application form and interview |  |
| **Personal Qualities** | Ability to cope with moving/manoeuvring clients/equipment on a weekly basis.  Ability to work as part of a team, which may include support workers, the family, client, MDT, and external agencies.  Agree to receiving COVID-19 Vaccination if not already done so. | Ability to use hoists and slings in a safe manner and in line with manual handling regulations both in and out of the pool |  |  |  |