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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 CSP or other related interest groups |  | Certificates  Application form |  |
| **Experience** | Broad range of clinical experience across a range of clinical areas through student and/or voluntary placements  Evidence of working unsupervised  Ability to work effectively in a team environment. Good communication skills both verbal, written and non verbal;  Good time management and evidence of using initiative  To be able to evidence clinical reasoning in the management of patient presentations | Experience in hydrotherapy, swimming and rehabilitation |  | Application form and interview |  |
| **Professional / Managerial / Specialist Knowledge** | Able to deliver community rehabilitation and treatment of patients/clients with non-complex clinical presentations  Able to deliver rehabilitation and treatment of patients/clients with complex clinical presentations under the direct supervision of the physiotherapist in the pool, treatment rooms or client’s home  Ability to deliver ad-hoc training to other members of staff  Ability to clinically practice the core areas of exercise therapy, management of pain relief, mobility training, hydrotherapy, developmental therapy, neurotherapy and therapeutic handling  Able to demonstrate knowledge in rehabilitation of the patient with complex needs / multi-pathologies  Demonstration of general knowledge of rehabilitation across a range of conditions and ages  Patient and reliable  Ability to work as part of a team, which may include support workers, the family, client, MDT, and external agencies.  Flexible and calm in challenging situations, such as if emergency evacuation of a client was required. |  |  | Application form and interview |  |
| **Personal Skills Abilities And Attributes**  **Including Record Keeping & Organisational Skills** | Evidence of initiative and leadership  Good time management  Good personal organisational skills and ability to organise diary  Be able to self-motivate and work autonomously  The ability to move and transport equipment between sites and to individuals residences in a timely manner as demanded by the job role  The ability to move between LHAPC and patients’/clients residences as demanded by the job role  A professional appearance  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 |  |
| **Other Requirements** | Ability to cope with moving/manoeuvring clients/equipment on a weekly basis, including in and out of the pool.  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 |  | Application form and interview |  |
| **Motivation** | Demonstrate enthusiasm, vision and a desire to achieve.  Committed to developing knowledge and expertise within physiotherapy  Demonstrate a forward-thinking and professional attitude.  Demonstrate an interest in promoting physiotherapy to health professionals and other agencies. |  |  | Application form and interview |  |
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