

**Would you like the opportunity to work with a leading Irish national voluntary organisation?**

Enable Ireland is a leading national voluntary organisation which provides family support services for people with disabilities and their families, in partnership with the HSE and other State and voluntary agencies.

We require dedicated professionals who are committed to providing the highest quality services possible to service users. We offer a challenging career as part of our integrated team approach to delivering services.

## **JOB OPPORTUNITY**

We have an exciting opportunity for a **Senior Physiotherapist** based at our Enable Ireland Wicklow Children's Services, CDNT5-North Wicklow Bray.

### **Contract Status:**

**Part Time 29.6 hours per week**

**Specified Purpose Contract**

### **The Role:**

To work as a senior member of the interdisciplinary team providing services to children aged 0 -18 years and families within the region. The post holder will be responsible for the provision of a physiotherapy service to include assessment diagnostics and intervention, clinical supervision and ongoing service delivery to children with a range of disabilities. The post holder will be required to work across a variety of settings including the clinic, schools, preschools and special schools, children's homes and community settings.

**Overview of Duties & Responsibilities:** Outlined in Job Description.

### ***Essential Criteria:***

- Have a recognised validated University Degree in Physiotherapy.
- Be eligible for membership to The Irish Society of Chartered Physiotherapists.
- Be validated by the Department of Health & Children and be eligible to work in the state.
- CORU registration
- Have a minimum of 3 years post qualification Physiotherapy experience.
- Have experience of working with children.

### ***Desirable Criteria:***

- A minimum of 2 year's Physiotherapy paediatric experience.
- Previous post graduate Physiotherapy experience working with children with disabilities.
- Previous post graduate experience of supervision of students or other Physiotherapists.

**We would love to hear from you if you have a passion for working with our organisation and have the relevant experience/skills required for the role.**

**(In the event of a high volume of applicants, we may apply the Desirable Criteria)**

To apply please download job description, person specification and application form below and forward completed applications by email to Christina Golden at [cgolden@enableireland.ie](mailto:cgolden@enableireland.ie).

**Closing date for applications Monday 17 January 2022**

**Interview Date Tuesday 1<sup>st</sup> February 2022**

**Please indicate the position you are applying for in the “To” Line.**

A panel may be formed following these interviews for similar vacancies arising in Wicklow Children’s Services (CDNT5/CDNT6/CDNT7) within the next twelve months.

**Enable Ireland is an equal opportunities employer.**

- *The post will be subject to reference checks and may be subject to Garda vetting/police clearance, as relevant*
- *Due to the large volume of applications, we are not in the position to provide individual feedback to applicants who are not shortlisted for interview.*
- *Applications are invited from suitably qualified applicants from all sections of the community.*
- *The above information serves only as a guide to the advertised position. Enable Ireland, at its discretion, reserves the right to change this prior to appointment*

Please review the Enable Ireland’s External Data Protection Notice available at <https://www.enableireland.ie/privacy-policy> for details on how Enable Ireland processes applicant’s personal information. Please note if you are invited for interview, we will share your personal data with: 1) Any virtual service provider we use to host the interview; and (2) the interview panel (if applicable). Your information will be stored for this purpose in line with our retention policy.



## PERSON SPECIFICATION

<b>Post: Senior Physiotherapist</b>		<b>Date Updated: December 2021</b>
	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Qualifications and Experience</b>	<p>The post holder must:</p> <ul style="list-style-type: none"> <li>Have a recognised validated University Degree in Physiotherapy.</li> <li>Be eligible for membership to The Irish Society of Chartered Physiotherapists.</li> <li>Be validated by the Department of Health &amp; Children and be eligible to work in the state.</li> <li>CORU registration</li> <li>Have a minimum of 3 years post qualification Physiotherapy experience.</li> <li>Have experience of working with children.</li> </ul>	<p>The post holder must have:</p> <ul style="list-style-type: none"> <li>A minimum of 2 year's Physiotherapy paediatric experience.</li> <li>Previous post graduate Physiotherapy experience working with children with disabilities.</li> <li>Previous post graduate experience of supervision of students or other Physiotherapists.</li> </ul>
<b>Organisational and Professional Knowledge</b>	<p>The post holder will:</p> <ul style="list-style-type: none"> <li>Demonstrate developed professional reasoning and behaviour with a clear understanding of the role of the Physiotherapist working within the disability team.</li> <li>Demonstrate an understanding of the models of interdisciplinary team working.</li> </ul>	<p>The post holder must:</p> <ul style="list-style-type: none"> <li>Show a knowledge of the disability sector and related areas.</li> <li>Have experience and/or training in clinical supervision of staff.</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrate a clear understanding of the social model of disability and a family-centered approach in the delivery of services to people with disabilities.</li> <li>• Broad knowledge of Progressing Disability Services for Children &amp; Young People</li> <li>• Understanding and knowledge of Enable Ireland services</li> <li>• Demonstrate an understanding and knowledge of clinical support and supervision.</li> <li>• Evidence and commitment to continuous professional development in line with CORU.</li> </ul>	
<b>Core Competencies</b>  <b>Planning &amp; Managing</b>	<p>The post holder will demonstrate an ability to:</p> <ul style="list-style-type: none"> <li>• Manage a caseload including the ability to carry out assessments and interventions to the relevant user group.</li> </ul>	<p>The post holder will demonstrate an ability to:</p> <ul style="list-style-type: none"> <li>• Provide clinical supervision to ensure the maintenance of clinical service standards and assuring quality.</li> <li>• Manage the performance of basic grade therapists.</li> </ul>
<b>Judgement &amp; Evaluation</b>	<ul style="list-style-type: none"> <li>• Understand the practices and protocol in decision making.</li> <li>• Ensure decisions made are professional, ethical and in a consistent manner.</li> <li>• Recognise when further intervention/referral is required and recognise when it is appropriate to refer decisions to a higher level of authority or include other colleagues in</li> </ul>	<p>Experience in including families in decisions using a family-centred approach.</p>

	the decision.	
<b>Professional Development &amp; Standards in Services</b>	<ul style="list-style-type: none"> <li>• Deliver a quality evidence based service, and report on same as necessary.</li> <li>• Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service.</li> <li>• Demonstrate sufficient clinical skills in assessment, intervention and diagnostics to meet the specific needs of the relevant caseload.</li> </ul>	<p>The post holder will have:</p> <ul style="list-style-type: none"> <li>• Hydrotherapy experience.</li> <li>• Tone management and postural management experience.</li> <li>• Early services and school age experience.</li> </ul>
<b>Team Working</b>	<ul style="list-style-type: none"> <li>• Mentor and act as a role model for staff grade therapists and students on placement.</li> <li>• Demonstrates ability to work with other team members to achieve interdisciplinary team goals.</li> </ul>	
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Build credibility and portray the profession in a positive light by being professional and well informed by demonstrating determination and initiative to achieve results and improve the service.</li> <li>• Lead and take responsibility for team projects as requested by CDNМ.</li> </ul>	
<b>Building and Maintaining Working Relationships</b>	<ul style="list-style-type: none"> <li>• Communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood.</li> <li>• Have a working knowledge of Microsoft Office packages and service</li> </ul>	

	related database systems.	
<b>Special Aptitudes</b>	<ul style="list-style-type: none"> <li>• Influence people and events.</li> <li>• Flexibility in service delivery.</li> <li>• Proactive approach to overall performance.</li> <li>• Willingness to embrace organisational development and change.</li> <li>• Access to transport</li> </ul>	



**Children's  
Disability  
Network  
Team**

## JOB DESCRIPTION

<b>Job Title</b>	Senior Physiotherapist
<b>Location</b>	Wicklow Children's Services; CDNT5-North Wicklow
<b>Contract Hours</b>	Part Time 29.6 hours per week (.8wte)
<b>Contract Type</b>	Specified Purpose
<b>Reporting to</b>	Children's Disability Network Manager

### **Overall Purpose of the Post:**

To work as a senior member of the interdisciplinary team providing services to children aged 0 -18 years and families within the region. The post holder will be responsible for the provision of a physiotherapy service to include assessment diagnostics and intervention, clinical supervision and ongoing service delivery to children with a range of disabilities. The post holder will be required to work across a variety of settings including the clinic, schools, preschools and special schools, children's homes and community settings.

### **Duties:**

#### **Planning & Managing**

- Plans and organises caseload, to include assessments, interventions and diagnosis.
- Foresees potential problems or competing priorities and takes appropriate action to ensure service standards are not negatively impacted.
- Fosters an awareness of the need for value for money and a sense of accountability for budgets within the team/service.
- Takes responsibility for the achievement of service delivery targets by regularly monitoring, recording and reporting performance outcomes and statistics.
- Demonstrates innovation in aiming to work within resource limitations to sustain and enhance the service.
- Takes responsibility for the clinical supervision of staff grade therapists within the team/service as required.
- To carry out vaccination of both service owners/users and staff as required.

#### **Professional Development and Standards in the Service:**

- To promote and deliver supports within the ethos and philosophy of Enable Ireland and within the principles of Progressing Disability Services for Children and Young People. This includes working as a member of an interdisciplinary team providing family centred services in line with agreed national and legislative policies.
- Strives to achieve quality results at all levels of the service in line with team KPIs and Progressing Disability Services for Children & Young Adults governance framework.

- Demonstrates sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of the relevant caseload. To assess children as required and produce relevant reports in line with Assessment of Need process.
- Contribute to the ongoing development and implementation of Enable Ireland quality assurance initiatives.
- Strives to achieve quality results at all levels of the service in line with the European Foundation for Quality Management (EFQM) as adopted by Enable Ireland.
- Collaborate skillfully with the service owner and other stakeholders while working in partnership with the service owner's parent/family/carer to identify goals, including complex situations.
- Is adequately aware of policy, legislative and professional requirements to ensure appropriate standards in their area of responsibility.
- Ensure that service user's records, progress reports and staff records are kept up to date in line with agreed Children's Disability Network Team policy.
- Takes initiatives to move the service forward and show willingness to try out new ideas that add service delivery value.
- Ensures strict compliance with health and safety standards and adheres to operational guidelines ensuring equipment is checked and working correctly in accordance with safety standards.
- Ensures that professional standards are adhered to for the relevant discipline.
- To monitor and keep up-to-date with developments in physiotherapy including attending training courses and participating in research.

### **Judgement & Evaluation**

- Holds an appropriate and effective set of professional values and beliefs and behaves in line with professional standards as set down by Progressing Disability Services for Children & Young People governance framework, by Enable Ireland and by relevant professional bodies.
- Demonstrates a sound understanding of administrative practice and protocol in decisions.
- Makes decisions in a well-judged and timely manner bringing all relevant information to bear.
- Thinks ahead to the consequences of decisions, and considers precedence to ensure consistency.
- Recognises when it is appropriate to refer decisions to a higher level of authority or to include other colleagues in the decision.
- Uses logical analysis to break down complex problems into their component parts.
- Promotes and consistently supports the demonstration and development of evidence based service delivery.

### **Team Working**

- Attends and participates in relevant meetings including Individual Family Support Planning and case conference meetings and chair these meetings as required.
- Works in collaboration with the other members of the interdisciplinary team in the planning and delivery of services for children, including the development and implementation of the Individual Family Support Plan.



- Facilitates staff development by providing support such as clinical supervision, mentoring, coaching and formal development planning and positively contributing to the change process.
- Understands the complexity of working in a team and team dynamics.
- Understands and facilitates interdisciplinary team working.
- Strives to ensure that all staff in their responsibility are adequately trained in line with legal and professional standards.
- Participates in training and developmental opportunities as identified and agreed.
- Supports and contributes to research initiatives as required.

### **Leadership**

- Builds credibility and portrays the profession/service in a positive light by being professional and well informed.
- Shows enthusiasm and a high level of motivation in leading team projects and service planning.
- Demonstrates determination and initiative to achieve results and improve the service.
- Clearly accepts accountability for standards of performance in relevant area of responsibility.
- Inspires others to work to high standards by being enthusiastic about the profession and the service.
- Maintains ethical and personal standards at all times.

GDPR compliance, in the course of carrying out the duties of this job and working with others which will include but is not limited to compliance with all Enable Ireland GDPR policies and procedures, attending all GDPR training sessions, ensuring personal responsibility for implementing safeguards and measures as directed, to minimise exposure to breach of GDPR

## Terms & Conditions:

- Responsible to:** Children's Disability Network Manager (CDNM).
- Probation:** A probationary period of six months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion.
- Salary:** The current salary scale for this post is €53,388 to €63,197 pro rata per annum.
- Annual Leave:** Annual leave entitlement is 33 days pro rata per annum and proportionately less for less than 12 months service.
- Pension Scheme:** Enable Ireland operates a contributory pension scheme which all employees may join on earlier of 1<sup>st</sup> July or 1<sup>st</sup> January following start date.
- Medical:** The successful candidate will be required to undergo a medical assessment.
- Garda Clearance/  
Police Clearance:** These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons.
- Sick Pay:  
(if applicable)** All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 9 months continuous service with the Company sick pay will be as follows:  
Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period.
- Redeployment:** In exceptional circumstances, the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.