**PERSON SPECIFICATION**

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| **CATEGORY** | **ASSESSMENT METHOD** |
|  | **Application form Essential or Desirable** | **Interview Essential or Desirable** |
|  | **Education/Qualifications** |
| Diploma / Degree in Physiotherapy | E |  |
| HCPC Registered | E |  |
| Member of the CSP | E |  |
| Member of Clinical Special interest group | D |  |
| Evidence of comprehensive post graduate training including attendance at recent post graduate/validated courses relevant to the musculo-skeletal field | E | E |
| Evidence of CPD maintained in a portfolio including attendance at specialist, formal musculoskeletal postgraduate courses, and informal learning  |  | E |
|  | **Previous Experience** |
| Experience at Band 6 work of at least 2 years which is in the specialised area of Outpatient Musculoskeletal.  | E | E |
| At least 5 years physiotherapy experience post qualification | D | D |
| Experience of managing a team, including performance management, sickness monitoring, Recruitment, skill mix and staffing rotas | D | D |
| Comprehensive range of supervisory experience |  | E |
| Experience of capacity and demand management via electronic diary. |  | D |
| Previous experience at Band 7 Physiotherapist level |  | D |
| Contribution to clinical education of less experienced staff, students or assistants  | E | E |
| Previous experience of effective Stakeholder engagement |  | D |
|  | **Knowledge, Skills & Abilities** |
| High level of people management skills |  | D |
| High level of clinical knowledge, experience and skill in musculoskeletal field |  | E |
| Previous experience with audit |  | E |
| Excellent interpersonal skills |  | E |
| Forward thinking |  | E |
| Robust Self-directed learning |  | E |
| Ability to work independently |  | E |
| Excellent use of initiative and ability to take responsibility |  | E |
| Efficient, effective and diplomatic communication skills both written and verbal | E | E |
| Ability to pass on skills/knowledge to others within both formal and informal environments |  | E |
| Able to adapt to changing circumstances |  | E |
| Ability to provide leadership to other team members |  | E |
| Good computer literacy | E | E |
|  | **Additional Requirements** |
| Ability to travel to multiple sites / Car driver | E |  |
| Able to work collaboratively within the multidisciplinary team |  | D |
| Committed to personal and team development |  | E |
| Team player |  | E |
| Able to maintain judgement under pressure |  | E |
| Motivation/Drive/Enthusiasm |  | E |
| Patience and empathy |  | E |
| Clear vision of role/commitment to specialty |  | D |
| To be discreet and recognise the need for confidentiality |  | E |
| Adaptable to service change |  | E |