**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 |