

REMARKABLE AUTISM LIMITED
PERSON SPECIFICATION – HEAD OF THERAPY

| | DESCRIPTION | ESSENTIAL | DESIRABLE | EVIDENCE |
|-----------------------|---|-----------|-----------|---|
| QUALIFICATIONS | Postgraduate degree relevant to the position - MSc or equivalent level training in Speech and Language or Occupational Therapy | X | | Application form (proof of qualifications to be provided) Application Form Supporting statement Interview |
| | Therapist/ Nurse qualification (RMN) with therapist training / Psychologist | | X | |
| | HCPC/RCSLT/RCOT registration and membership essential | X | | |
| | BACP accreditation / UKCP registration (or equivalent) | X | | |
| | Makaton / Sensory Integration | | X | |
| | Evidence of clinical Continuing Professional Development (CPD) / Evidence of Leadership Training or CPD | | X | |
| EXPERIENCE | Experience of Leading and Managing a Team / experience post registration, at a supervisory level | X | | Application Form Supporting statement Interview |
| | Experience of managing budgets effectively and ensuring financial propriety with organisational procedures. | X | | |
| | Evidence of developing and implementing a full therapy provision and treatment pathway | X | | |
| | Evidence of success in building and forming working relationships across professional and operational boundaries. | X | | |
| | Experience of conducting needs assessment across a diverse user group | X | | |
| | Monitoring and evaluating service performance, including producing reports. | X | | |
| | Extensive experience of working in depth with Children and Adults with complex needs, preferably Autism | | X | |
| | Experience of providing advice sessions and/or workshops for carers and other professionals | | X | |
| | Demonstrable experience of leading and participating in the development, interpretation and implementation of policies | X | | |
| | Experience working as a member of a Senior Leadership Team | X | | |
| | Experience working in collaboration with a range of stakeholders across organisations | X | | |
| LEADERSHIP | Capacity to motivate and inspire and provide creative and enriching leadership | X | | |
| | Ability to identify and develop strengths in individuals, groups and systems Commitment to enhancing provision and raising attainment in collaboration with the wider community as a whole | X | | |
| | Excellent influencing skills and the ability to engage others in new ideas. | X | | |
| | Sound knowledge of research and its contribution to clinical practice | X | | |

REMARKABLE AUTISM LIMITED
PERSON SPECIFICATION – HEAD OF THERAPY

| | | | | |
|--|--|----------|----------|---------------------------------------|
| KNOWLEDGE | Demonstrates a level of clinical expertise and increased working knowledge of delivering therapy within school and to young adults with complex ASD | X | | Application Form Interview |
| | Applied knowledge of practice governance | X | | |
| | Knowledge of Occupational Therapy/Speech and Language theory and practice relevant to working with children with special needs and their families. | X | | |
| | Well established knowledge of relevant Health/Education/social issues/legislation | X | | |
| | Well established knowledge of assessment tools relevant to children and young people with Autism | X | | |
| | Well established knowledge of a range of approaches to assessment, intervention and outcomes relevant to children and young adults with Autism | X | | |
| SKILLS | Analytical skills - analyse complex data and information and use this to monitor and support activities to promote solutions. | X | | Application Form Interview |
| | Produce clear, concise and accurate reports. | X | | |
| | Excellent written and verbal communication skills. | X | | |
| | Excellent problem-solving skills and evidence of solution focused leadership | X | | |
| | A calm and thoughtful approach to issues of clinical risk including an ability to recognise / monitor own responses and not let them impinge on clients | X | | |
| | Ability to identify and implement improvements in clinical practice; implement policy and procedural changes | X | | |
| | Develop and maintain good relationships with a wide range of people, from parents and pupils to outside agencies. | X | | |
| | Effective Computer Literacy Skills e.g., Microsoft packages | X | | |
| | Able to work independently with recognised role within the school and post-19 provision | X | | |
| | Able to provide line management for all therapists and clinical supervision of SaLTs and OTs, depending on professional training. Able to build robust working relationships with a range of complex stakeholders within and outside the Charity | X | | |
| PERSONAL QUALITIES AND ATTRIBUTES | Strong sense of community and the ability to promote the organisation and explore opportunities for working in partnership with local stakeholders. | | X | Application Form Interview References |
| | Develop and maintain good relationships with a wide range of people, from parents and pupils to outside agencies. | X | | |
| | A commitment to inclusive education and a willingness to respond to the needs of individual learners with sensitivity | X | | |
| | Values driven and prepared to go the extra mile | X | | |

REMARKABLE AUTISM LIMITED
PERSON SPECIFICATION – HEAD OF THERAPY

| | | | | |
|--|--|---|--|--|
| | A commitment to safeguarding and promoting the welfare of children and vulnerable adults | X | | |
| | Able to respond positively to constructive feedback | X | | |
| | High levels of emotional intelligence | X | | |
| | Ability to work under pressure and meet deadlines | X | | |
| | Innovative and creative thinker | X | | |
| | Enthusiastic, flexible, adaptable and self-motivating | X | | |
| | Accessible, responsive and accountable | X | | |
| | Comfortable in the public domain | X | | |
| | Commitment to equality, diversity and inclusion | X | | |

Remarkable Autism Limited operates a safe recruitment process. Appointment to the post will be subject to suitable references and an enhanced Disclosure Barring Service check. Remarkable Autism Limited is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.