

Job Profile

Job Title	Senior Occupational Therapist (LD)		
Job Reference No.	HOMEJD709	Date of issue:	14/09/2026

The job in a **nutshell...**

You'll work as a member of the clinical team providing expert assessment and intervention for people with complex needs. You hold clinical responsibility within your professional scope, using occupational therapy practice to promote safety, independence and quality of life. Alongside direct work with customers, you guide colleagues, contribute to service development and ensure practice remains psychologically informed, person centred and strengths based.

What **success** will look like...

- Comprehensive assessment and interventions are provided for customers with a variety of complex occupational therapy needs, diverse presentations, cognitive and/or Learning Disabilities, autistic spectrum disorder and a range of mental health conditions.
- Knowledge and skills will be embedded to enable the wider team to successfully work with customers, enabling them to maximise their skills and independence.
- Through your clinical formulation of the strengths and needs of customers, functional abilities will be maximised while minimising the consequences of dependence and dysfunction.
- Skills Development Plans and interventions are developed in close collaboration with the customer and support colleagues, with regular reviews to monitor progress and adapting support plans as necessary.
- Customers, colleagues and the community are safe, by undertaking risk assessment and risk management for individual customers and providing advice to other colleagues based on your clinical formulation.
- To deliver the best quality of life and independence to our customers Positive Behaviour Support will be fundamental to your approach. By undertaking preference assessments and communication assessments, proactive interventions will to reduce behaviours of concern supporting the wider team to understand customer motivation and what is important to a customer for the customer.

- Assessments and Interventions will support positive choices, reduce behaviours of concern encourage positive risk taking and support the wider team to understand customer behaviour motivational factors and what is important to and for the customer.
- Customers' voice and views remain central to their support achieved by communicating clearly and with empathy with customers, parents, families and carers.

You may be required to undertake duties not specified in the job description, but which are commensurate with the role. You may, for example, be required to work in locations other than those specified in the job description as required by service need. You may also be required to work flexible hours as required by service need and to hold an on call role out of hours.

You'll already have these **brilliant** skills, qualifications and knowledge...

Transferable Skills.	Technical qualifications, experience and knowledge.
We get where our customers are in their lives • Listening to customers to understand their needs • Recognising that each customer is different and adopts a flexible, personal approach • Advocate for our customers regardless of who they are • Understand how your role makes a difference to our customers	Occupational therapy qualification and registration • Degree in occupational therapy or equivalent qualification • HCPC registration as an occupational therapist • Ongoing professional development at post graduate level
We are intuitively collaborative • Work together to understand how our strengths complement each other in achieving our goals • Be open, respectful and value different opinions and ways of working • Mentor and shadow others to share knowledge	Mental health clinical practice • Experience working with people with complex mental health needs • Strong knowledge of occupational therapy assessment and intervention • Technical Use of evidence based approaches aligned to NICE guidance
We unleash the potential of others • Support others to be the best they can be • Give others the confidence to want to try something new • Provide praise and feedback which helps others to develop	Risk, safeguarding and clinical judgement • Experience assessing and managing risk in mental health service • Knowledge of relevant legislation, safeguarding and best practice

	Ability to balance safety with positive and proportionate risk taking
--	---

We'd also love you to have, or be **brilliant** at... (but don't worry if not)

- Experience of delivering interventions to support Active Support and Positive Behaviour Support. - Experience of carrying out and providing comprehensive written assessments of individuals with Autism and Learning Disability.
--

We're all **accountable** for..

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety. Taking a proactive approach to your learning and development to be the best you can be. This includes understanding and keeping up to date with all our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way. Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours. Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group. Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff...

Budget Holder	No	Budget value up to £	Enter value
Manages People	No	# of direct reports circa	Enter value
Travel	Frequent	Driving Essential	Yes
DBS	Enhanced with barring		

OFFICIAL

