



JOB DESCRIPTION

Role: Senior Occupational Therapist – Housing & Manual Handling (fulltime)
Location: Saffron Walden
Salary: £35,000-£45,000 per annum

Company Description

We are a private housing occupational therapy company, designing and adapting homes for the less able. The majority of our client have suffered catastrophic injuries and are involved in litigation claims against third parties.

We design and adapt homes by translating medical conditions into architectural drawings, combining knowledge of specialist equipment, fixtures and fittings and people's manual handling, to create the best layout of rooms and homes. We cover all areas of physical, sensory and emotional disability and approach problems with skill and sensitivity and come up with unique solutions in the most challenging and complex cases.

Our ultimate goal is to improve the client's quality of life by breaking boundaries into independence at home, and carefully considering access to the community around them. Design for Independence Ltd provides an end-to-end service supporting the client with property search, designing and adapting their home, sourcing equipment and interior design items, liaising with architects, project managers, builders and suppliers and finally training the carers with suitable manual handling at the client's home.

The company is growing at the moment and we are looking for talented and creative Occupational Therapist to join us.

Job Overview

Your role will involve undertaking complex occupational therapist assessments of the housing needs of adults and children with disabilities. You will be asked to innovate, to constantly break the mould and think out of the box, come up with suitable solutions to your clients' challenging problems. In this role you will have the ability to improve people's lives and the honour and privilege to see it happening before the case is closed.

You will also lead a small team of Occupational Therapists, comprising of sub-contractors and direct employees. You will be responsible for monitoring the quality of their work and the level of service they provide.

In this role you will combine supervision and management skills with core occupational therapy skills. You will be asked to inspire the Occupational Therapist team to follow the ethos of the company, improve their clinical reasoning skills and teach them about products, equipment and materials. You will support them when they work closely with architects, builders and the legal team representing the client.

About the Person

This role will suit you if you have 5-10 years of occupational therapist experience specialising in housing and manual handling. You may be wanting to advance your career to a manager level position or may have some previous management experience. You may currently be working in a local authority, looking to move to a commercial role or someone currently in private practise wanting to join a company at an exciting time of its growth.



We are looking for someone who is able to innovate and not scared to think outside the box, relying on their core therapist skills. Someone who always wants to do more and better and doesn't want to be limited due to their job role, budgets or time scales. We are a small team of people at the office and we are looking for someone to join us and support the positive caring environment we share.

Key Responsibilities and Duties

1. You will be working with those with the most complex housing needs and ensuring those needs are met. Specifically, both adults and children who may be wheelchair users, those with degenerative and life limiting conditions, complex physical, sensory and mental health issues.
2. You will need to work in partnership with key business partners, architects, project managers suppliers and the legal team representing the clients. You will need to have the confidence to challenge them when needed and lead them to meet the client's personal goals.
3. Your role will be to plan, implement and evaluate services provided on the basis of assessed needs and risks. These include, assessing housing needs, searching and identifying suitable accommodation, recommending adaptations, design and audit new layouts, support the client with the choice of material, fixtures and fittings. Helping the client to obtain quotes for suitable equipment. Support the client throughout their journey with us.
4. Your role will also include assessing, recording and reviewing manual handling and leading manual handling training courses at the client's home.
5. You will be competent at documenting and recording case notes and presenting your cases in a variety of ways and in a number of different forums such as to the legal teams and the rehabilitation therapy team.
6. You will work very closely with our MD and clinical lead, to support the growth of the business and consider potential new and improved ways of working.
7. You will work very closely with our clients' service manager and their teams. They will be your right hand in supporting the client through their journey with us. They will provide support with chasing quotes for equipment, and building work, liaise with landlords, local authorities, other parties involved in the projects and manage the client's accounts.
8. You will work closely with our property search team to lead them in supporting you with identifying properties which are suitable for your client.
9. You will coordinate a small team of directly employed and subcontracted Occupational Therapists, you will be responsible for allocating suitable work to them, monitoring the quality and efficiency of their work and providing direct supervision, guidance and managerial support.

10. You will represent the company in conferences and events – which will require staying away from home for the duration of the conference.
11. You will be required to travel around the UK, and occasionally abroad, to visit clients. You must hold a clean licence and be happy to travel and stay away from home when needed.
12. You will adhere to the Code of Ethics and Professional Conduct standards of the College of Occupational Therapists.

Qualifications and Requirements

Experience:

- Minimum of 5 years Occupational Therapist experience specialising in Housing and Manual Handling
- Extensive experience working with building trades, planning departments and architects
- Working with landlords, property owners and estate agents
- Good communication skills, both written and verbal
- Good assessment and problem-solving skills
- Good clinical reasoning
- Committed to continuous professional development
- Self-motivated and ability to work autonomously as well as part of a team
- Ability to prioritise own workload and to work with minimum supervision

Qualifications:

- Bachelor of Science honours degree in Occupational Therapy
- Registered with the Health and Care Professions Council (HCPC)
- Registered with the royal college of Occupational Therapy
- Current driving licence and access to transport (travel expenses will be paid per HMRC guidelines)

Knowledge:

- Government legislation and guidance affecting this service area
- Benefits and grants available for people with disabilities
- Knowledge and experience of the effects of disability on the individual
- Understanding of building materials, building's design and structure, construction process and the role of key people within it

Core Competencies

- Client Service - ability to respond to the clients and anticipate their needs
- Analytical Thinking - applies logic to solve problems and get the job done
- Creative Thinking and Flexibility - ability to look outside the box and develop new strategies
- Initiative and Decision Making - can make decisions and take responsibility for them
- Excellent communication - can use language effectively to gather information and facilitate the exchange of ideas
- Influence - can enlist the support and cooperation of others and encourage them to be proactive



- Interpersonal Awareness: the ability to have and show empathy to others, listening well and responding in a non-threatening way
- Leadership - the ability to establish a team effort that promotes working towards a common goal, empowering the team to give them confidence and allows them the freedom to complete tasks

Relationships

Reports to: The Managing Director

Direct Reports: A current team of 7 subcontractors plus additional direct reports in line with the growth of the company.

Travel and Transport

This role is office-based in Saffron Walden with frequent travel throughout the UK and, on occasion, travel abroad and overnight stops as dictated by client and team requirements.