

Job Profile

Occupational Therapist (Adults)

(JEID 10040)

Grade 8 Date created: October 2025

About the Job

Occupational Therapists work alongside adult social care practitioners, managers and other professionals within our countywide Locality offices, and a specialist learning disabilities team. Occupational Therapists work with people in our communities to understand what people want to achieve, supporting them in identifying what matters to them and exploring strategies and interventions to enable them to achieve their goals. Occupational therapists undertake a range of assessments with a person to understand barriers to their occupational performance. Within Social Care Occupational Therapists have a key role in upholding the rights of people in Gloucestershire with care and support needs. Occupational therapists work in line with legislative frameworks to deliver strengths based, personalised care, using the Make the Difference Model. This is often in challenging and complex situations, and support in safeguarding adults with care and support needs across Gloucestershire, balancing their rights, wishes and feelings in line with statutory duties.

This is what we need you to do...

- Listen to the people of Gloucestershire, supporting them to connect to community resources, including promoting digital inclusion and recognising the opportunities and risk of new technologies, digital resources, online communications, virtual environments and social media in Occupational Therapy.
- To take a strengths-based approach, which seeks to be inclusive, anti-discriminatory, and anti-oppressive
- Prioritise supporting people in crisis to regain control of their lives, taking a holistic approach in working together to achieve effective plans to balance? reduce risk and ensure people are more stable.
- In line with the Care Act, undertake complex social care interventions including assessments, to inform eligibility, alongside identifying preventative opportunities to prevent, reduce and delay the development of long term care and support needs. These assessment may include complex moving and handling, functional assessments to inform housing needs, identify aids and adaptations to support in enabling maximise independence and dignity, as well as supporting people to return home from a care setting when appropriate.
- To take responsibility for obtaining regular, effective supervision from a professional supervisor/manager and appraisal to discuss effective practice, reflection, continuing professional development and career opportunities.
- To take ownership of and responsibility for delivering against team and individual performance targets. Maintaining an awareness of own professional limitations and knowledge gaps and seeking to address these.
- To contribute to the development of the service by communicating new ideas, through means such as briefings, completion of council surveys, and team meetings.
- To develop and maintain good working relationships with other professionals within the team, wider service area, and partner agencies to ensure an integrated, holistic and multidisciplinary approach.
-

- To undertake appropriate risk assessments to allow you to work with the person enabling the person to be empowered to take positive risks to support them in achieving their goals
- To promote social change and development, social cohesion and the empowerment and liberation of people.
- To develop and maintain an in – depth knowledge of local resources, working collaboratively with teams and services both within and outside of Gloucestershire County Council.
- To be an active participant of your team, supporting the development of others and committed to own professional development to deliver the best quality practice for the people of Gloucestershire.

The ideal candidate will have...

Experience of...

- Working in a Occupational Therapist position, with adults, carers and their families in a statutory setting
- Working with people with multiple complex needs and supporting them to live their best life, in line with statutory duties
- undertaking assessments to form professional judgement, and of implementing plans in line with these judgements
- Undertaking assessments with people, identifying goals with them and developing plans for intervention to enable them to achieve these goals
- procedures.
- Working with people who live with complex situations, experiencing deprivation, multiple comorbidities and long term disability and vulnerable people
- Working as part of a team within situations that present high risk to the person you are working with
- Managing fluctuating and complex workloads autonomously, seeking support where required
- Applying critical reflection and analysis to increasingly complex cases and situations

Knowledge, Skills and Understanding

- Experience of responding to competing demands, responding to shifting priorities effectively and

Special Conditions

- This position is subject to an enhanced Disclosure and Barring Check, and you will be asked to apply for a Disclosure Certificate if you are offered the position.
- The nature of this post requires flexibility to meet urgent work needs as they arise. This will inevitably entail work outside of normal working hours and locations across the county, including in locality, Hospital Discharge and Assessment and Learning Disabilities teams.
- The post holder must hold a clear and valid driving licence (exceptions under the Equality Act may apply).

Behavioural attributes

- Aligns with [Gloucestershire Leadership / Employee Values](#) and behaviours
- Actively asks for and considers other people's views and opinions
- Is available and approachable and takes time to consult and communicate
- Able to work well as part of a team and on own initiative
- Listens to others and communicates with sensitivity and understanding
- Acknowledges, respects and responds to individual differences and diversity requirements, recognising discriminatory practices and inequality, and is able to appropriately challenge others
- Stays calm under pressure
- Accepts and responds to constructive feedback
- Identifies and takes up opportunities for professional development and training relevant to the role
- Acts with integrity, honesty and impartiality
- Contributes to the development of the service
- Ability to operate in a climate of change and to embrace new ways of thinking and working
- Creativity and curiosity in practice, exploring options to solve dilemmas and problems.
- Highly organised with a solution-focused, logical and innovative approach to challenges.

- Understanding of Care Act and its application within Occupational Therapy
 - A sound understanding and application of legislative frameworks underpinning adult social care, for example the Care Act, and the Mental Capacity Act (MCA) and the Human Rights Act
 - A critical knowledge of the range of theories and models for social work intervention
 - Ensure a high level of confidentiality is maintained for individuals, their carers and families and to manage the security of information
 - Ability to communicate with compassion and in challenging situations, and able to understand and work effectively with negative and rejecting responses
 - Complex communication, the ability to work with people who have a range of communication needs, supporting effective participation in assessment and intervention.
 - Ability to write accurate, timely and effective records
 - Ability to demonstrate clinical reasoning and professional judgement within discussion with people, their families and carers as well as within written formats.
 - Ability to manage complex workloads independently and seek support where and when appropriate
- Good level of IT literacy in Microsoft Office, including Teams, SharePoint, Word, and Outlook

Education & Qualifications

Essential

Undergraduate or postgraduate Occupational therapy Qualification

- HCPC registration
- Evidence of continuing professional development

Monitoring and ongoing development of outcomes: As part of the annual appraisal, outcome-based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.