

Job Profile

Job Title	Senior Occupational Therapist (MH)		
Job Reference No.	HOMEJD626	Date of issue:	April 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...

Customers receive thorough, psychologically informed occupational therapy assessments that clearly identify strengths, needs and risks. Interventions are well matched to each person and focus on everyday function, independence and wellbeing. Progress is visible in how customers engage in daily activities, manage routines and participate more fully in their community because the right support is in place.

Customers with complex mental health presentations experience consistent, safe and coordinated care. Risk is understood, proportionate and well managed, with clear plans that support positive risk taking where appropriate. Customers, families and colleagues trust the clinical guidance provided because decisions are well reasoned, evidence based and clearly recorded.

Occupational performance improves over time because interventions are reviewed, adapted and informed by ongoing clinical formulation. Support plans remain relevant as needs change, helping customers maintain skills, reduce dependence and avoid unnecessary restrictions. The impact of occupational therapy input is clear in both individual outcomes and wider service practice.

Colleagues work more confidently and safely because specialist occupational therapy knowledge is shared and embedded in everyday practice. Guidance is practical and grounded in real situations, helping teams understand motivation, behaviour and function. The wider service benefits from a consistent, strengths based approach that reflects occupational therapy values.

Customers transition into and within services smoothly, with occupational needs considered early and planned for well. New environments feel safer and more enabling because adaptations, routines and supports are thought through in advance. This reduces distress, supports engagement and helps customers settle and progress more quickly.

Interventions align with current evidence and recognised clinical guidance. Practice reflects up to date knowledge of mental health, learning disability and autism, and is adapted thoughtfully for people with personality disorder or multiple needs. Decisions are robust and defensible because they are grounded in both evidence and professional judgement

The service continues to develop because occupational therapy contributes meaningfully to models of care and ways of working. Learning from practice feeds into service improvement, helping maintain high standards of care and safety. Occupational therapy input is clearly linked to wider clinical and organisational priorities.

Customers' voices remain central to everything that happens. Their views, preferences and goals shape assessment, planning and review. Communication is clear and respectful, helping customers, families and carers understand decisions and feel involved. As a result, support feels meaningful, collaborative and focused on what matters most to the individual.

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 compliment 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 services • Knowledge of relevant legislation, safeguarding and best practice • Ability to balance safety with positive and proportionate risk taking
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We'd also love you to have, or be **brilliant** at... (but don't worry if not)

Experience of delivering or supporting Positive Behaviour Support approaches Knowledge of Active Support, DBT, IPT or CAT informed interventions Experience working with people with personality disorder, autism or learning disability Confidence contributing to service development or practice improvement work Experience supporting or coaching colleagues within a multi-disciplinary setting
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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 £	0
Manages People	No	# of direct reports circa	0
Travel	Frequent	Driving Essential	Yes
DBS	Enhanced with barring		

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