

# Professional Advisor – Advanced Practice (12 Months)

## Role profile

### About us

We're RCOT, the Royal College of Occupational Therapists. We've championed the profession and the people behind it for over 90 years; and today, we are thriving with over 36,000 members. Then and now, we're here to help achieve life-changing breakthroughs for our members, for the people they support and for society as a whole.

We have a vision, that people everywhere value the life-changing power of occupational therapy. To achieve this we have a new organisational structure which positions us so that we can grasp the opportunities for occupational therapy and for us as a membership body.

### What we do and how we do it

We live and breathe our values. They describe what matters to us. They show how everyone here at RCOT acts and makes decisions as individuals and as one team. And they drive us in our approach to achieving our vision and purpose.

Our values	
<b>We Impact</b>	We make meaningful differences with all our work. We prioritise work that achieves our shared purpose and strategy. We go above and beyond for the people who need us.
<b>We Challenge</b>	We find new and better ways to make things happen. We are brave and bold in our ideas and actions. We challenge ourselves, each other and the status quo.
<b>We Elevate</b>	We lift up and support others to be and do their best. We are accessible and collaborative. We are united and move forward together, even if we sometimes disagree.
<b>We Respect</b>	We value each other and celebrate our differences. We are approachable, genuine and trustworthy. We listen to others and believe everyone's views should be heard.

### Practice, Innovation and Advocacy Directorate

The **Practice, Innovation and Advocacy Directorate** at RCOT ensures we, and the profession, have a strong voice and international presence. We work with members, external stakeholders, and partners to strengthen the evidence base that shows the impact of occupational therapy. We champion a culture of research and service innovation; and drive forward and support pre-registration education pathways to build a resilient and sustainable workforce. We support and promote the development of all occupational therapy practitioners, especially those from historically marginalised and under-represented communities, to be where they want to be, at each stage in their career. The Professional Advisor – Advanced Practice is part of the Professional Development team within this Directorate.

### The purpose of your role

The Future of Advanced Practice was launched in collaboration with the Royal College of Speech and Language Therapists, with support from the Centre for Advanced Practice and HCPC in October 2025. Supported by the Head of Professional Development, you will lead the next phase of the advanced practice

project for occupational therapy. Taking a collaborative and strategic leadership approach to translate the vision into tangible outputs across practice and education.

These include:

- working with an HEI partner to translate the vision of advanced practice for occupational therapy into course design and delivery
- submitting a course to the Centre of Advanced Practice for credentialing
- continuing to socialise this new articulation of advanced practice OT. This will involve collaboration with key stakeholders such as: RCSLT and other AHP professional bodies, the Centre for Advancing Practice, education providers, managers and leaders, the advanced practice community and the HCPC
- work with leaders and managers at system and service level to influence advanced practice with a focus on prevention, early intervention, social capital and social determinants of health (as set out in this articulation of advanced practice)
- scoping and collecting examples from existing advanced practitioners of i. use of prescribing responsibilities ii. value and impact on services
- providing specialist oversight to ensure advanced practice is coherently embedded within RCOT's Professional Development Framework.

## Key deliverables

- Work with RCSLT and other key stakeholders (Centre for Advanced Practice and HCPC) to deliver a Think-Tank style event for OT and SLT education providers.
- Work with a commissioned HEI partner to design a course on advanced practice for occupational therapy to submit to the Centre for Advanced Practice.
- Building on from the RCOT advanced practice podcast series, work with RCSLT to host four recorded spotlight conversations with advanced practitioners discussing the four pillars of advanced practice and how this new articulation of advanced practice relates to leadership, research, education and practice.
- Identify and support the design and delivery of valuable professional development content to members that enhances their advanced practice journey.
- Use your expertise and stakeholder insights to ensure advanced practice is effectively represented in the development of RCOT's new Professional Development Framework, so it delivers real value to members, strengthens the profession and supports individuals to plan their careers within current and emerging practice contexts.
- Explore potential for collaboration with key stakeholders around Area Specific Capability Frameworks.
- Ongoing socialising and sharing of the new articulation of advanced practice across four nations.
- Monitoring and acting on opportunities to progress advanced practice occupational therapy.

Your main responsibilities	What you bring to the role
<ul style="list-style-type: none"> <li>• Requires resilience and adaptability to deliver outcomes through change and competing priorities. This includes remaining professional, staying calm under pressure, prioritising effectively, adapting plans quickly, learning from feedback and escalating risks early.</li> <li>• Progress the project and meet the deliverables within the 12-month time-frame, to good quality and within budget.</li> <li>• Collaborate and lead the future of advanced practice for RCOT: updating key stakeholders both internally and externally.</li> <li>• Identify and nurture relationships with key stakeholders and partners to progress the change movement.</li> </ul>	<ul style="list-style-type: none"> <li>• Work collaboratively and communicate clearly, demonstrating our values and ways of working.</li> <li>• Registered with HCPC and a member of RCOT.</li> <li>• Working at advanced or consultant level of practice or experience of designing and leading advanced practice programmes.</li> <li>• A proven commitment to advancing advanced practice in ways that deliver meaningful impact for the profession.</li> <li>• Proven experience of leading change portfolios or delivering projects.</li> <li>• Adaptability and an agile approach to achieving the deliverables.</li> <li>• Transferrable skills, knowledge and behaviours to strategically and</li> </ul>

<ul style="list-style-type: none"> <li>• Identify and act on potential opportunities to progress the future of advanced practice for the occupational therapy profession.</li> <li>• Use initiative, autonomy and creativity to achieve deliverables for the benefit of the change movement.</li> </ul> <p><b>Values and culture</b></p> <ul style="list-style-type: none"> <li>• Live our values in all that you do; celebrate it when colleagues live our values and raise it, respectfully, when they don't.</li> <li>• Engage in regular conversations with your manager about objectives, wellbeing and performance (data, impact and outcomes).</li> <li>• Take personal ownership of your career development, seeking support and guidance as needed.</li> </ul>	<ul style="list-style-type: none"> <li>• collaboratively lead a change movement for OT across the UK.</li> <li>• Confidence in engaging partners, colleagues, and other audiences to discuss, scope, develop and deliver projects.</li> <li>• Experience and ability to use data-led insight to inform decisions, planning and delivery.</li> <li>• Experience and confidence to manage challenging conversations to ensure delivery.</li> <li>• Experience of working collaboratively across a variety of stakeholder groups.</li> <li>• Experience of collecting, analysing, interpreting and synthesising data to inform practice.</li> <li>• Understanding of current education and health and social care policy and current affairs.</li> <li>• A solutions-driven and practical ability to create inspiring and engaging content and flex style and tone for different audiences.</li> <li>• A continuous improvement mindset and inquisitive approach to trialling, testing and innovating, in order to do more, better.</li> <li>• Comfortable using metrics to measure success of initiatives and to ensure continuous improvement and development.</li> <li>• The ability to use digital tools to work collaboratively and productively in a hybrid working model, championing and promoting new ways of working.</li> <li>• Willing to travel and stay overnight when required.</li> <li>• An enthusiasm to live and model the RCOT values across all areas of work.</li> <li>• A demonstrable passion for embedding environmental sustainability principles across all areas of work.</li> <li>• High levels of self-motivation, enthusiasm and passion for the professional field you represent.</li> <li>• A demonstrable passion for including equity, diversity and belonging principles across all areas of work.</li> </ul>
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### A bit more about the role

- **You will report to:** Head of Professional Development
- **Your contract will be:** Fixed-term, 12 months
- **You will work:** 17.5 hours a week
- **You will be based at:** London Bridge headquarters (hybrid working)
- **You will be paid:** Circa £32.5k per annum (65k per annum FTE)

### What we offer you

- **Paid** holiday calculated on a pro-rata basis - 25 days (FTE), approximately 15 days paid

holiday for the duration of your contact.

- **Christmas closure** –we're closed over the Christmas period. Additional time will be given to all employees to cover any working days during this period
- **Pension scheme** – RCOT operates a contributory pension scheme, you are eligible to join this scheme from your date of commencement. Contributions are made on a salary exchange basis and are 6% of gross salary from the employee and 9% from the employer.
- **Life cover** – four times annual salary.
- Free **eyesight testing**.
- Free **health and wellbeing app**.
- **Flexibility** through a hybrid working model, which offers a blend of home and office-based working. minimum of one office days a week.
- **Supportive networks and inclusive team** - we have several colleague networks to support colleagues and provide a space for discussion and reflection, as well as promote allyship.

#### **Your main relationship will be with:**

- Head of Professional Development
- Professional Development team
- Policy and Practice team
- Director of Practice, Innovation and Advocacy

#### **Equity, Diversity & Belonging**

As a membership organisation, a professional body, and an employer, RCOT is committed to leading innovative change to promote equity and social justice and build a sense of belonging for all our staff, members, and the populations we serve. Our ambition is to have a diverse workforce that is representative of the communities we serve. We don't only embrace diversity, we celebrate it, nurture it and support our staff in realising their true potential. We are passionate about creating an environment free from discrimination and harassment where people can be their authentic self and recognise that each of us is unique. Therefore, our definition of diversity goes beyond those defined in equality legislation and we will afford the same standards and principles to those with lived experiences.

We welcome applicants from all backgrounds and are keen to see applications from people with lived experience of disability or long-term health conditions, from minoritised ethnic and LGBTQIA+ communities.