

Professional Advisor – expertise in ageing well

Role profile

About us

The Royal College of Occupational Therapists (RCOT) is the UK's professional membership body for occupational therapy. We lead, uphold and advance excellence within the profession through research, the development and delivery of evidence-based standards and guidance, the provision of professional development, and the accreditation and enhancement of education. We champion and advocate for the professional standing of occupational therapists and position the profession to have maximum impact in improving people's health, wellbeing, participation through occupations, and quality of life now and for future generations.

Our values	
We Impact	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.
We Challenge	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.
We Elevate	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.
We Respect	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

In Practice, Innovation and Advocacy, our goal is to ensure that we, and the profession, have a strong voice nationally and an international presence. We work with members, external stakeholders, and partners to strengthen the evidence base that shows the impact of occupational therapy including through the development of guidelines, standards and other evidence based resources. 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 purpose of the role

Professional Advisors bring occupational therapy expertise to programmes and projects across RCOT. They are responsible for gathering, analysing and interpreting information on occupational therapy practice and the occupational therapy workforce to recommend how and where to position occupational therapy most effectively within statutory, non-statutory and voluntary sector services.

As a Professional Advisor you will deliver projects working with RCOT members, RCOT colleagues

across the organisation, external stakeholders and experts by experience, to build the profession's resilience and sustainability, showcase innovation, and demonstrate occupational therapy's financial and social value.

You will lead and contribute to projects and campaigns addressing multiple areas of occupational therapy practice, responding to the needs of the OT workforce, and health and care policy priorities across the UK nations.

To support RCOT's current work on governmental policy shifts towards increased community and neighbourhood-based healthcare delivery, we are specifically seeking candidates with expertise in the occupational therapy role in enabling people to age well and participate in occupations in later life.

Your main responsibilities	What you bring to the role
Operational delivery - Support the delivery of RCOT's corporate strategy as a subject matter expert on ageing well and enabling occupation in later life. - Undertake the lead on projects on delegated areas of occupational therapy practice as agreed with the Professional Practice Manager. - Work closely with policy and public affairs colleagues to influence on delegated areas of practice through ensuring representation on government policy groups in all four UK nations. - Develop partnerships and maintain professional networks with key organisations, Government departments and member networks to ensure effective communication, liaising with public affairs colleagues as required. - Gather intelligence through surveys, focus groups and facilitated discussion. - Lead on consultations agreed within the Practice, Innovation and Advocacy directorate.	You have: - A Health and Care Professions Council (HCPC) occupational therapist registration. - Robust understanding and experience of working as an occupational therapist supporting people to age well. - Critical understanding of the opportunities and challenges of working as an occupational therapist supporting people into or back into work. - Demonstrable knowledge of how AI and digital technology can be used to enhance occupational therapy practice. - Experience of effective project management including acting as Project Manager or leading project workstreams. - Experience of working collaboratively across a variety of stakeholder groups. - Experience of gathering data and insights through surveys, focus groups and facilitated discussion.

Your main responsibilities	What you bring to the role
• Ensure RCOT responds quickly to matters of interest and concern to the membership, their service users and to the organisation, including Government policy initiatives and legislation impacting on occupational therapy workforce and practice. • Map and keep updated information related to policy and legislation relevant to health, housing, education and social care across all the UK Countries, liaising and working with policy and public affairs colleagues, RCOT networks and our members. • Provide information and resources that assist members in their practice and support workforce resilience and sustainability. • Horizon scan and keep up-to-date with professional practice issues and the changes and developments which impact on the workforce and to assist in bringing these to the attention of the membership. • Ensure RCOT or member participation at key influencing events, on national workstream and in national media relevant highlighting the expertise and value of occupational therapy. • Scope best practice and establish a portfolio of examples of service innovation and return on investment to evidence and highlight the value of occupational therapy. • Liaise with statutory and non-statutory agencies and Government inspectorates to influence service outcomes for occupational therapy. • Influence and provide information to members on workforce redesign and delivery within services and across health, education and social care systems. Values and culture	• Experience of collecting, analysing, interpreting and synthesising data to inform practice. • Experience of supporting the development of others. • Understanding of current education and health and social care policy and current affairs. • A solutions-driven and practical ability to create inspiring and engaging content and flex style and tone for different audiences. • A continuous improvement mindset and inquisitive approach to trialling, testing and innovating, in order to do more, better. • Comfortable using metrics to measure success of initiatives and to make sure there is continuous improvement and development. • The ability to use digital tools to work collaboratively and productively in a hybrid working model – championing and promoting new ways of working. • The ability to travel and stay overnight when required. • An enthusiasm to live and model our values across all areas of work. • A demonstrable passion for embedding environmental sustainability principles across all areas of work. • High levels of self-motivation, enthusiasm and passion for the professional field you represent. A demonstrable passion for including equity, diversity and belonging principles across all areas of your work

Your main responsibilities	What you bring to the role
• Live our values in all that you do; celebrate it when colleagues live our values and raise it, respectfully, when they don't. • Engage in regular conversations with your manager about objectives, wellbeing and performance (data, impact and outcomes). • Take personal ownership of your career development, seeking support and guidance as needed.	

A bit more about the role

- **You'll report to the:** Professional Practice Manager
- **Your contract will be a:** Fixed-term, 18 Month
- **You'll work:** 21 hours per week (0.6 FTE).
- **You'll be based at:** London Bridge Headquarters (Hybrid working).
- **You'll be paid circa:** £34,200 per annum (full time equivalent is £57,000)

Your main relationships will be with the:

- Professional Practice Manager
- Research and Innovation and External Affairs teams.
- Professional Advisors
- Practice, Innovation and Advocacy Directorate

What we will offer you

- **Holiday entitlement** – 22.5 days for the duration of your contract
- **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, with a 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.

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 LGBTQI+ communities.