

Occupational Therapist

Location: London, Birmingham or Manchester (or surrounding areas)

Hours: 35 per week

Salary: £40,000 - £50,000/year + benefits (dependent upon experience and location)

Obair Associates has excellent opportunities for experienced Occupational Therapists to join our team working within the Occupational Health, Personal Injury and Disability Insurance markets. Part of Proclaim Group, we are a national, award-winning provider of rehabilitation solutions for individuals who have been injured and/or are absent from work.

These are a home-based role that involves significant regional travel. They are suitable for candidates based in or around Birmingham, Manchester or London.

Summary of Essential Requirements:

- Right to work in the UK
- Current resident within the UK
- Qualification in Occupational Therapy
- Active registration with the HCPC
- Car and valid driving licence
- Willingness and ability to travel

About Us:

Founded in 2000, Proclaim Group is a market-leading provider of rehabilitation services. We are recognised for our industry expertise and for our compassionate approach that places the wellbeing of our staff, clients and customers at the heart of everything we do.

Our company values are to 'Excel, Inspire and Achieve with Integrity'. We are proud to live by these values and use them to direct our decision-making, service delivery and interpersonal interactions.

We focus on quality and invest in our people; empowering them to excel in their roles and deliver an exceptional service. We are passionate about training and development and enhance the skills of our staff through our dedicated Training Academy and external training opportunities.

Proclaim Group prides itself on being a great place to work. In our July 2024 staff survey we achieved an average score of 86% across all domains, including: internal communication; understanding of strategy and direction; involvement in company growth and success; fostering a sharing culture; inspiring and supporting staff to do their best work; career progression opportunities and wellbeing support.

We also believe that as a business, we have a social responsibility to give back to the world just as it gives to us. We do this through various environmental, social and governance (ESG) initiatives.

Job Description:

These are exciting opportunities to support clients with complex injuries and health conditions to optimise their recovery and reach their rehabilitation and return to work goals. Working within a commercial context, these field-based roles involve:

- Conducting comprehensive occupational therapy assessments, FCE's and JDA's for clients with conditions affecting their physical, mental, intellectual, and cognitive function and workability.
- Providing evidence-based advice and recommendations and implementing personalised, goal-oriented rehabilitation plans based on the assessment findings.
- Delivering evidence-based therapeutic interventions to improve clients' functional and work-related capacity.
- Monitoring and reviewing rehabilitation plans, adjusting as needed to ensure progress towards goals.
- Collaborating with multidisciplinary stakeholders, including Rehabilitation Case Managers, Vocational Consultants, employers, insurers, solicitors and other health professionals.
- Producing comprehensive and professional reports that accurately reflect assessment findings, clinical reasoning, and intervention plans.
- Managing a defined caseload, prioritising and scheduling appointments effectively.
- Achieving monthly financial and billing time targets.

A copy of the full Role Profile will be provided during the application process.

Person Specification:

We are looking for HCPC registered Occupational Therapists with proven skills in evaluation and rehabilitation, who are interested and/or experienced in vocational rehabilitation.

We are looking for individuals who:

- Have skills in the objective evaluation and provision of rehabilitation intervention to individuals with limitation in their physical, mental, intellectual and/or cognitive function for everyday activity and work
- Are able to critically evaluate evidence gathered during evaluations and from other sources and service providers, and use sound clinical reasoning to derive solutions that support an action plan and recommendations

Our Occupational Therapists work from home but regional travel to meet with clients and employers is a large part of the role. They also meet frequently as a team (both virtually and in person) and attend regular training events. A valid driving licence is therefore essential.

To excel in this role, you should demonstrate:

- In-depth knowledge of occupational therapy principles, with a specialisation or interest in vocational rehabilitation and return-to-work planning.
- Strong assessment and clinical reasoning skills with a solutions-focussed approach
- Effective communication, report writing style and interpersonal skills
- Ability to establish rapport, trust, and collaborative relationships with clients, customers, suppliers and colleagues.
- Excellent organisational and administrative skills with attention to detail
- Confidence with utilising IT software packages

- The ability to work independently and as part of a multidisciplinary team
- Alignment with our company values

We are happy to consider any reasonable adjustments that candidates may need during the recruitment process and you will be asked whether you require any during the application process.

The Benefits:

Our comprehensive range of benefits includes:

- **Compensation:** Our compensation package includes a competitive salary that recognises your skills and experience, optional company credit card], pension scheme with employer contribution, company profit share, and fully covered travel expenses and mileage reimbursement.
- **Incentives:** We offer re-referral and recruitment incentive schemes, demonstrating our appreciation for your exceptional work and loyalty.
- **Work-Life Balance:** With 32 days of annual leave inclusive of bank holidays and flexible working opportunities, you'll be able to balance your professional and personal commitments. In addition to your annual leave allowance, you will be entitled to an extra 'Wellbeing Day' – a day off work that you can use to celebrate your birthday or do something to support your wellbeing.
- **Flexible Working:** We offer flexible working opportunities, allowing you to shape a schedule that aligns with both your role's demands and your personal circumstances. Types of flexible working opportunities available will vary depending on the role but might include altered or compressed working hours and/or working from home.
- **Wellbeing:** In addition to the 'Wellbeing Day' mentioned above, employees can access a variety of other wellbeing benefits to support their physical and mental health. These include a private online GP service and an Employee Assistance Programme (EAP) with free confidential counselling and legal and self-help information. We have dedicated Mental Health First Aiders, Menopause Champions and a Health & Wellbeing Forum which runs regular wellbeing-focussed events throughout the year. We also have a voucher scheme enabling staff to access discounts from hundreds of high street stores, health clubs, cinemas, restaurants and more.
- **Social Events & Team Building:** Forge strong relationships with colleagues through an array of virtual and in-person social events such as biannual hub days, ad hoc team-building events. Our much-anticipated annual company conference features our PrOscars Award Ceremony, celebrating our colleagues' exceptional contributions, followed by a fun evening of entertainment.
- **Continuous Growth:** Embark on a journey of continuous improvement with our comprehensive training and development opportunities. Experience a thorough company induction with in-depth role-specific training, as well as access to our Training Academy's industry-leading courses, external training and CPD opportunities, and regular team development days.
- **Expert Guidance:** Receive exceptional support from experienced peers and team leaders through proactive mentoring and supervision, ensuring you excel and flourish in your role.
- **Give Back:** Emphasising our culture of 'giving back', we sponsor local sports teams, encourage and support team members to participate in charitable events, and arrange company-specific Give Back Days and initiatives.

Next Steps

To apply, please submit your application via the relevant link:

Birmingham applicants: <https://proclaim.peoplehr.net/Pages/JobBoard/Opening.aspx?v=ff1334b1-dab7-4955-a701-87e447f884f3>

Manchester applicants: <https://proclaim.peoplehr.net/Pages/JobBoard/Opening.aspx?v=3c19e748-48ad-41c7-abde-15b1e1408686>

London applicants: <https://proclaim.peoplehr.net/Pages/JobBoard/Opening.aspx?v=e7a049fb-9e1c-48f9-a169-fb1ba83d940b>