The Children's Trust
For children with brain injury







Neurotechnology Lead

Candidate Briefing Pack



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Dear Candidate

Thank you for your interest in becoming a Neurotechnology Lead at The Children's Trust.

We are the UK's leading charity for children with brain injury and neurodisability. We deliver rehabilitation, education and community services through skilled teams who work with children and young people, and their families.

We are unique, with an international reputation for the work we undertake to improve the lives of the children and families with whom we work.

We provide information and support to thousands of children with brain injury and their families annually, through education, care, therapy, and research. We provide expertise and experience in meeting the needs of children and young people with acquired brain injury, neuro-disabilities, and complex health needs.

As a Neurotechnology Lead, you will report to the Clinical Specialist Physiotherapist. Your role will be to lead the clinical development, implementation and evaluation of neurotechnology in our neurorehabilitation service. As Neurotechnology Lead, you will provide high quality, evidence-based assessment and intervention to children and young people with acquired brain injury and neurodisability, while leading the strategic and clinical application of neurotechnology. You will advise on the use of neurotechnology, innovation within this field whilst, ensuring safe, ethical, and evidence-based adoption to enhance children and young people's participation, and outcomes.

You will be a natural and enthusiastic leader, able to support a high-performing team.

This is a chance for an outstanding candidate to make a significant and lasting difference to the lives of thousands of children and families.

Kind regards

Susie Nolan
Head of Therapies



The Charity

The Children's Trust supports children and young people with brain injury and neurodisability to live the best life possible. From our national specialist centre in Tadworth, Surrey, and through our community services, we provide specialist rehabilitation, education, therapy, care and family support.

Our services include:

- specialist rehabilitation for children with acquired brain injury
- a non-maintained special school, supported by residential provision for children with complex education, health, therapy and care needs
- community-based clinical support for children and young people with acquired brain injury
- online information and resources for families, including our Bumps Happen hub and publications.

Our Tadworth site provides a child and family-focused environment, including residential accommodation, therapy facilities, outdoor space and specialist equipment. We work closely with the NHS, local authorities and other partners to help children transition between hospital, home, school and community life.

The Children's Trust is also the only paediatric centre with a national specialised commissioning contract through NHS England to provide brain injury rehabilitation for children with severe brain injury. Alongside this nationally commissioned work, our services are supported through local health, care and education funding, as well as voluntary fundraising.

Our work is made possible by around 550 committed staff and more than 1,000 volunteers, bringing together expertise across nursing, care, education, therapy, retail, operations, fundraising, communications, HR, finance and other support functions.





Our Strategy: achieving our goals together

The Children's Trust exists to support children and young people with brain injury and neurodisability so they can live the best life possible.

Every year, 40,000 children across the UK experience a brain injury and about 350 sustain a severe brain injury, many with devastating consequences. Some children lose the ability to walk, talk, learn or communicate. Their lives – and the lives of their families – are turned upside down. Their chances to thrive in childhood and beyond are put at risk.

Our 2025–2030 strategy sets out how we will respond to the growing and urgent need for specialist neurorehabilitation for children and young people, deepen our impact and reach more families across the UK.

At the core of our strategy is a bold ambition: to be the UK's leading provider of paediatric neurorehabilitation, transforming outcomes through expertise, compassion and innovation.

Children, young people and families are central to everything we do. This strategy focuses on what matters most to them – their goals, potential and quality of life – while working in partnership with the wider health, education and social care system to create lasting change.

Over the next five years, we will expand and strengthen our services, invest in life-changing neurotechnology, future-proof our outstanding school, and build a sustainable organisation that can help more children, sooner.

By 2030, we want to look back with pride at how far we have come. We want to see how many more children and families we have helped to achieve their goals, whether that's future career aspirations, learning to walk again, being able to speak, or playing with siblings.

"This strategy reflects both the scale of the challenge we face and the strength of our ambition. Demand for specialist neurorehabilitation is growing, and our responsibility is clear: to build on our decades of expertise, invest in innovation and work in partnership across the system to help more children achieve the best possible outcomes, now and in the future."

Mike Thiedke, Chief Executive, The Children's Trust

Our strategic goals to 2030

Our Goals:

- Goal 1 Delivering safe, effective and high-quality services
- Goal 2 Enhancing and expanding our neurorehabilitation services
- Goal 3 Future-proofing our education offer
- Goal 4 Investing in our people
- Goal 5 Strengthening our finances

You can find out more about our strategy: achieving our goals together here



Job Description

Job Title	Neurotechnology Lead
Reporting Manager	Clinical Specialist Physiotherapist
Direct reports	None
Level	Highly Specialist (Band 7 equivalent)
Contract Type	Permanent
Location	Tadworth, Surrey
Salary	£55,524 - £62,652 per annum £44,419 - £50,121 pro rata dependent upon experience and inclusive of outer London weighting) The salary for this role is informed by reference to NHS Agenda for Change pay rates, where appropriate. Note that The Children's Trust operates its own pay and grading framework and does not guarantee equivalence with, or automatic alignment to, NHS pay bands or other NHS terms and conditions.
Probationary Period	Five months – this is a regulatory requirement for all new employees of The Children's Trust.
Hours of Work	30 hrs per week
Working Pattern	Monday to Friday - Support Staff core hours are between 08:00 – 18:00
Notice Period (after Probation)	12 weeks
DBS	Enhanced with Child & Adult Barred Lists

Job Purpose

The role of Neurotechnology Lead is to lead the development, implementation and evaluation of neurotechnology in neurorehabilitation.

The role will:

- Lead neurotechnology in neurorehabilitation, providing specialist expertise and strategic direction across the service.
- Lead and oversee neurotechnology assessment clinics and treatment planning, ensuring safe, effective and evidence-informed practice.
- Lead the collection, monitoring and analysis of neurotechnology outcomes data, including pre and post measures and qualitative feedback from children, families and clinicians.



- Work jointly with data analysts and report service outcomes and data to the clinical specialist therapists and Head of Therapies, translating findings into service development and improvement.
- Develop and maintain strong relationships with neurotechnology developers, suppliers and technology companies, supporting collaboration and innovation.
- Monitor emerging neurotechnology innovations and market developments, sharing relevant opportunities and learning internally.
- Represent TCT externally at conferences, events and professional forums, promoting and disseminating the organisation's neurotechnology work.
- Coordinate and support the implementation of new neurotechnology pilots in practice, working closely with the Therapies BSM and wider clinical teams.
- Lead the Neurotechnology Strategy Subgroup, driving strategic priorities, internal developments and service-wide implementation.
- Provide clear reporting on neurotechnology activity, outcomes and impact, ensuring service data informs decision-making and strategic planning.
- Work jointly with the Fundraising Team and Director of Therapies and Education to develop and support neurotechnology-related fundraising programmes and opportunities.
- Work across the multi-disciplinary team to support evidence-based practice and translation into practice.
- Follow internal governance processes, including highlighting any patient safety risks.
- Dependent on service delivery requirements, carry a small clinical caseload of children and young people receiving rehabilitation or session cover as required.



Duties and Responsibilities

Clinical Responsibilities

- Undertake highly specialist assessments for children and young people with acquired brain injuries and neurodisability, integrating the assessment of upper limb and lower limb neurotechnology and robotics in practice.
- Co-develop goal setting and treatment plans with allocated clinicians across the MDT to support technology use as an adjunct to rehabilitation treatment.
- Evaluate the suitability of children and young people for a range of emerging and established neurotechnology and specialist interventions available at TCT, including (but not limited to):
    - Robotic aided gait training (RAGT) (end effector and exoskeleton devices)
    - Robotic upper limb rehabilitation
    - Functional Electrical Stimulation (FES)
    - Virtual Reality
    - Wearable technologies
    - Dynamic Exo skeleton devices
- Establish clear clinical criteria and referral pathways for all children who may benefit from neurotechnology interventions.
- Apply goal setting and outcome measurements for interventions, ensuring robust monitoring of effectiveness, participation and goal achievement.
- Lead the collection and interpretation of outcome data relating to neurotechnology interventions, sharing with the clinical specialist therapists and Head of Therapies and using findings to inform individual treatment plans, service development and investment priorities.
- Provide specialist consultation, training and support to therapy colleagues, the MDT and families, regarding the safe and effective use of neurotechnology within rehabilitation.
- Support the delivery of 24hr rehabilitation, through the provision of advice/ information, education and modelling, tailoring the provision of information to the needs of the child, their family and the staff concerned.
- Contribute to new referral discussions and assessments and work collaboratively with external professionals to facilitate effective admission and discharge processes.
- Work flexibility, providing clinical cover across the service during episodes of staff shortage/heavy workload.
- Represent the Therapy Team and The Children’s Trust as required, deputising for the clinical leads and supporting relevant meetings.
- To undertake other or additional duties that are within your skills and abilities, as the organisation may reasonably require from time to time.



Neurotechnology Leadership Responsibilities

Service Development

- Lead the development and strategic direction of The Children's Trust Neurotechnology Programme.
- Identify opportunities for innovation, quality improvement and service expansion.
- Develop business cases and proposals for new equipment and technology investments.
- Develop policies, procedures and operational guidance relating to the safe and effective use of neurotechnology.
- Represent TCT externally at conferences, events and professional forums, promoting and disseminating the organisation's neurotechnology work.
- Liaise with external neurotechnology developers and providers, exhibitions and coordinating demonstrations and future pilots.
- Lead the collection, analysis and reporting of relevant outcome data to evaluate programme effectiveness, demonstrate impact and inform future service development.
- Develop and maintain effective relationships with key internal and external stakeholders.
- Work collaboratively with the Fundraising Team to identify opportunities for philanthropic support, contribute to funding proposals and provide expert advice regarding neurotechnology priorities and projects.
- Provide expert leadership and recommendations regarding neurotechnology budget priorities, investment decisions and expenditure, ensuring resources are aligned with organisational strategic objectives.
- Lead the knowledge translation of emerging research into clinical practice by implementing evidence-based neurotechnology interventions.

Communication

- Communicate effectively and reduce barriers to communication with children and young people (applying the principles of consistent communication), families and members of the Multidisciplinary Team.
- Maintain clear, accurate and confidential records in accordance with The Children's Trust policy and contribute to timely child-related reports in line with legal, professional and organisational requirements.
- Attend and contribute to regular meetings with the Multidisciplinary Team, to discuss individual children/young people and service in general, as required e.g., reviews, case conferences, parents' evenings, clinics.
- Manage informal complaints, in line with The Children's Trust polices and contribute to the resolution of written complaints, and as they occur taking immediate action where necessary.
- Produce specialised reports regarding neurotechnology assessment and recommendations.



Governance and Quality Improvement

- Act as the lead for neurotechnology governance, ensuring the safe, effective and evidence-based implementation and use of neurotechnology.
- Read, implement and maintain compliance with relevant organisational policies, procedures, governance frameworks and risk assessments, ensuring practice remains aligned with current standards and legislation.
- Develop and maintain policies, procedures, clinical standards, competency frameworks and outcome measurement processes to support the safe, effective and evidence-based use of neurotechnology rehabilitation.
- Lead and participate in clinical audit, service evaluation and quality improvement activities, using audit findings, outcome data and current evidence to identify opportunities for service development and innovation.
- Monitor equipment utilisation, clinical outcomes and service effectiveness, using data to inform future service planning and investment.
- Ensure neurotechnology and associated specialist devices are used, maintained and monitored in accordance with MHRA guidance, organisational policy and manufacturer recommendations.
- Ensure compliance with equipment monitoring, safety, service manufacturing or required repairs.
- Identify and address risks that may affect service quality, patient safety, or efficiency, escalating concerns and implementing corrective actions as appropriate.
- Maintain competency in risk assessment processes, ensuring risk assessments for neurotechnology and specialist equipment are completed and accurately documented.
- Critically reflect on own practice and support reflective practice within the wider team to enhance service quality and professional development.
- Actively contribute to local clinical governance, innovation and safety initiatives, promoting a culture of continuous improvement.

Career Long Learning, Education and Research

- Undertake all mandatory training in line with The Children's Trust policies and maintain professional registration and competency requirements.
- Provide support to colleagues, fostering a culture of continuous learning, innovation and evidence-based practice.
- Advance personal knowledge, skills and expertise through continuing professional development activities, including courses, conferences, literature reviews, special interest groups, research activity and networking with external organisations and technology providers.
- Prepare appropriately for Performance Development Reviews, identifying learning objectives and development opportunities that support both individual career progression and service needs.



- Offer neurotechnology education lead, designing and delivering training, to support the safe and effective integration of neurotechnology across the organisation.
- Contribute to staff recruitment, induction, competency assessment and career development, as appropriate.

Limits of Authority and Problem Solving

- Make day-to-day decisions regarding requirements for children and young people, based on case load, including recommendations for specialist equipment.
- Responsible for day-to-day time management and prioritisation of workload, taking into account the needs of the whole service.
- Monthly formal supervision
- Supporting the Therapy team and house based multi-disciplinary team in delivery of an effective service.
- Any other duties as required.

Professionalism

- Takes action and raises concerns.
- Adhere to the policies and procedures of The Children's Trust.
- Maintain professional boundaries and professionalism at all times.
- Committed to demonstrating the organisations values and behaviours at all times.

Health and Safety

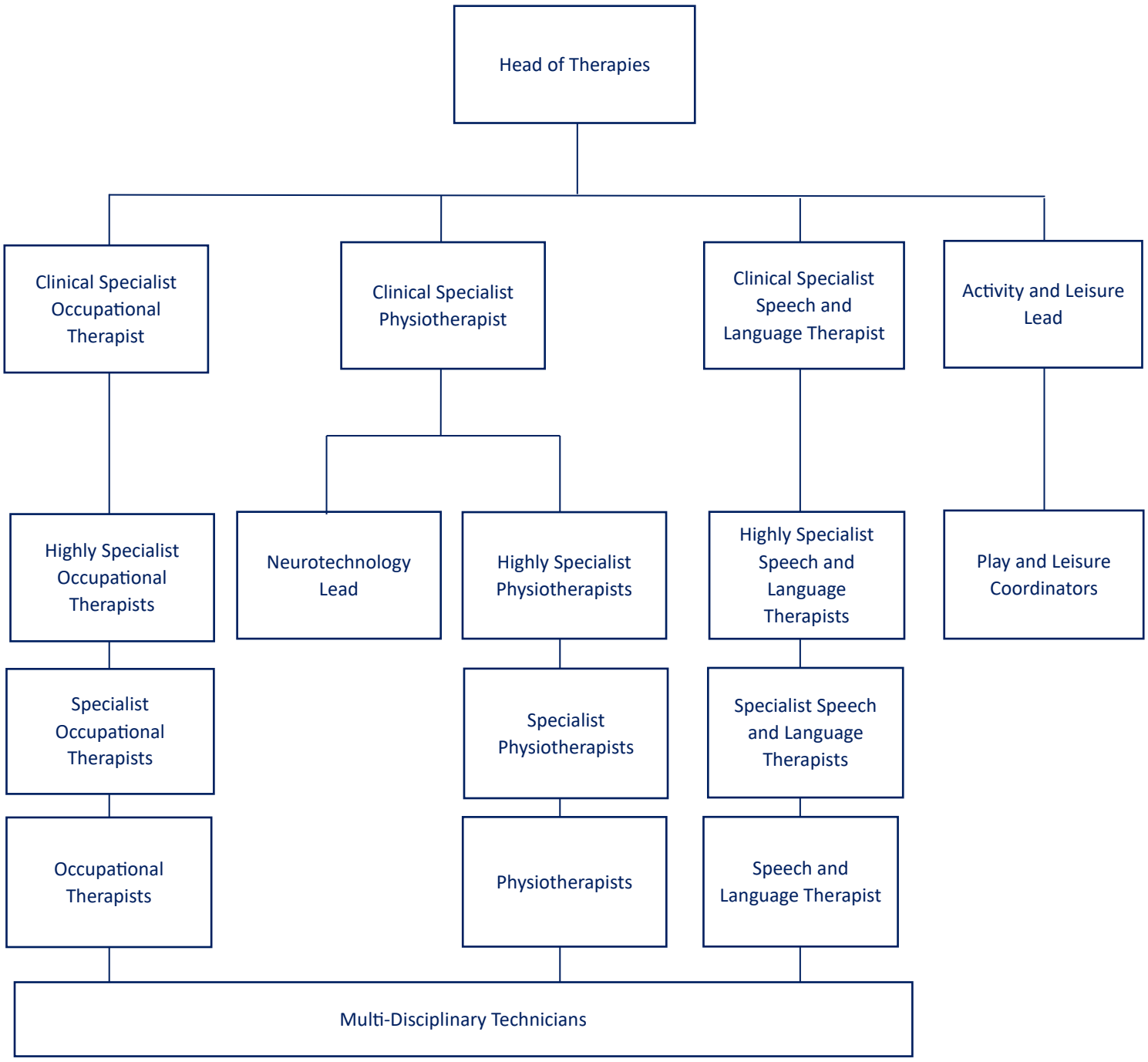
- Adheres to all Health and Safety guidelines, principles, and regulations to perform your role and comply with The Children's Trust policies and procedures.
- Provide evidence of all vaccinations (or medical exemption) required for the post.
- Adhere to manual handling procedures and complete mandatory manual handling training.
- Promotes the health and safety of others.
- Uses the incident reporting and risk assessment system (Vantage), to identify and report risks and incidents/actions if directed.
- Responsible for identifying and mitigating risk within the work environment.

Wellbeing and Emotional Resilience

- Maintains a positive approach and outlook when dealing with change and overcoming challenges and problems.
- Recognises own limitations, develops realistic goals, and uses support network resource when or if necessary.
- Treats challenges and problems as a learning experience.
- Remains organised and focused when under pressure.
- Responds appropriately and effectively to all constructive feedback.
- Motivates self and other.



Organisation and Structure





Person Specification

Selection Criteria:		Essential or Desirable
Education & Qualifications	• Degree/Diploma in Physiotherapy OR Occupational Therapy • HCPC Registration • Continuous Professional Development, above the regulatory body standards • Demonstrable CPD in neurotechnology, robotics, innovation or rehabilitation technology • Member of Chartered Society of Physiotherapy / / British Association of Occupational Therapists • Postgraduate Diploma or Masters • Training in technology-assisted neurorehabilitation.	**Essential** **Essential** **Essential** **Essential** **Desirable** **Desirable** **Desirable**
Experience	• Minimum of five years clinical experience post qualification • Minimum of three years clinical experience working in Paediatrics, Neurology and/ or Neurosurgery • Working within a multidisciplinary team • Working with children and families • Experience of using neurotechnology within a rehabilitation setting • Experience of undertaking quality improvement. • Experience of supporting staff through service delivery improvements/change	**All Essential**
Skills & Abilities	• Professional integrity, particularly in clinical governance • Ability to work flexibly, to meet the needs of the service, • Effective MDT working and relationship management of internal and external key stakeholders • Advanced written and verbal communication skills • Ability to manage service development projects. • Ability to engage stakeholders and drive change. • Ability to analyse and interpret outcome data. • Experience writing business cases/funding proposals.	**Essential** **Essential** **Essential** **Essential** **Essential** **Essential** **Essential** **Desirable**



Knowledge	• Knowledge of evidenced based practice and current research in acute brain injury in paediatrics • Knowledge of relevant outcome measures relating to acute brain injury and/ or paediatric neurology • Understanding of current evidence supporting rehabilitation and neurotechnology • Knowledge of outcome measurement and data analysis. • Awareness of clinical governance and risk management principles relating to rehabilitation and neurotechnology. • Competent skills in Microsoft Word, Excel, and PowerPoint • Knowledge of robotics-assisted gait training. • Knowledge of upper limb robotic rehabilitation systems. • Podium and/or poster presentations at conferences	**Essential** **Essential** **Essential** **Essential** **Essential** **Essential** **Essential** **Desirable** **Desirable**
Personal Qualities	• Commitment to the vision and values of The Children's Trust. • Flexible and 'can do' attitude to competing commitments in workload. • Highly motivated and reliable. • Ability to cope working in a demanding environment. • Commitment to maintaining personal wellbeing and the wellbeing of colleagues.	**All Essential**



Safeguarding

The Children's Trust is committed to safeguarding and promoting the welfare of children and young people. To achieve our commitment, we will ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our workforce.

The Children's Trust has policies on safer recruitment, the recruitment of ex-offenders and criminal record checks. Please refer to the People Team for further information. It is an offence to apply for a role in regulated activity with children and young people if the applicant is barred from engaging in regulated activity relevant to children and vulnerable adults.

Equity, diversity & Inclusion

The Children's Trust is committed to achieving equity, diversity and inclusion (EDI) across all levels of the organisation. For further information, see: https://www.thechildrenstrust.org.uk/about/statement-equity-diversity-Inclusion
To help us achieve our ambition to give children and young people with brain injury and neurodisability the opportunity to live the best life possible, we want to accurately reflect the UK's diverse population. We want equity, diversity and inclusion to be at the heart of everything we do, and our people, services and culture to reflect the diverse needs of all. Through our diversity and inclusion strategy, we have made a commitment to increase the diversity of our charity and create an inclusive culture. We have networks across the organisation working to ensure that these aims are met - including an LGBTQIA2S+ group, Ethnic Diversity Group, and Spark – our broad EDI group. Read more about our EDI work

We welcome applications from all who share our ambition regardless of background. We will strive to ensure that any reasonable adjustments are made in respect of interview and working arrangements.

Our Promises

Our Promises capture our strengths and aspirations. They guide the way we act, interact and come together to achieve our goals. The journey we took to reach our Promises has been an important one. A highly collaborative and iterative process that has seen each word shaped by our people – our volunteers, employees, partners, trustees, and suppliers. Perhaps most importantly, at the core of this process are our children, young people, and their families. This journey has given us a critical opportunity to give children and young people a voice. As a result, our Promises have been genuinely enriched by them. That's because how we work and carry out our role is as important as what we do, and that's why as part of The Children's Trust, we all need to live by our five Promises.

