

Policy Document No: Per 1.1.2

Senior Speech and Language Therapist
Person Specification

Job Title: SENIOR SPEECH AND LANGUAGE THERAPIST

Job Vacancy No:

Service: Central Services – Therapeutic Services

Qualifications

Essential Desirable

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| 1 Current Health Care Professions Council (HCPC) Registration. | ✓ | |
| 2 Professional Qualification in Speech and Language Therapy - BSc degree or Equivalent. | ✓ | |
| 3 Evidence of continuing professional development. | ✓ | |
| 4 Post graduate qualification in dysphagia or study. | | ✓ |

Knowledge

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| 1 To have knowledge of National, Regional and Local health and social care drivers. | ✓ |
| 2 To operate as a practitioner with effective knowledge of learning disability and/or autism and associated mental health difficulties. To actively provide support and advice to other Speech and Language Therapists and all other stakeholders. | ✓ |
| 3 To have a robust understanding of the full range of Speech and Language models and approaches across the spectrum of health conditions. | ✓ |
| 4 Knowledge of the clinical evidence base, assessment and intervention approaches specific to the people we support. | ✓ |
| 5 Evidence of ability to problem solve through complex, sensitive and highly technical clinical situations with support from more senior colleagues as required. | ✓ |
| 6 Experience and knowledge of approaches to support people through situations where there may be high levels of distress, where they may require complex reasoning to solve crisis situations or fluctuations in health needs. | ✓ |

Policy Document No: Per 1.1.2
Knowledge continued
Essential Desirable

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| 7 To have knowledge of clinical supervisory models and practices and demonstrate skills to undertake supervision of others. | ✓ |
| 8 To act as a mentor to other Speech and Language Therapists, students and Therapy Assistants as required. | ✓ |
| 9 To have experience of making best use of clinical supervision and take a lead role within your own access to and positive use of the supervision process to bring about professional development and learning. | ✓ |
| 10 An ability and commitment to work as a member of a team and effectively communicate with the team. | ✓ |

Skills and Abilities

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| 1 Ability to communicate information to a broad range of individuals and/or groups/family members/teams in a sensitive, appropriate manner. | ✓ |
| 2 Ability to make decisions in the face of competing alternatives. | ✓ |
| 3 Ability to self-evaluate and reflect in and on practice and to support less experienced staff to see the value of such approaches to learning in practice. | ✓ |
| 4 Excellent analytical and organisational skills to enable full autonomy within the clinical setting on a day to day basis. | ✓ |
| 5 Flexible in thinking and able to take the initiative to make sound and reasoned judgements and decisions. | ✓ |
| 6 Ability to identify and contribute to improvements in the quality of the service delivered. | ✓ |
| 7 Skills in delivering training and presentations including making adaptations to these to present to a range of audiences. | ✓ |

Experience

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| 1 Experience of working within different clinical settings with individuals with complex needs within a range of multi-professional teams. | ✓ |
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Policy Document No: Per 1.1.2**Experience continued****Essential Desirable**

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| 2 Previous experience of working as a qualified Speech and Language Therapist. | ✓ |
| 3 Previous involvement in auditing clinical standards within the practice setting. | ✓ |
| 4 Experience of undertaking thorough assessment of need with individuals requiring Speech and Language Therapy assessment and formulating subsequent detailed interventions plans thereafter as required. | ✓ |
| 5 Ability to make decisions about intervention need and to plan and create bespoke packages which support communication development. | ✓ |
| 6 Ability to negotiate and communicate effectively through complex and challenging situations. | ✓ |

Person Specification prepared by HR Department

Date: 9 February 2017