

Clinical Specialist Speech and Language Therapist
Person Specification

Job Title: CLINICAL SPECIALIST 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 across the career span. | ✓ | |
| 4 Educated to or working towards Master’s degree or equivalent experience in subject relevant to clinical requirements of post, for example Speech and Language masters condition specific such as Autism or Learning Difficulties or leadership modules. | ✓ | |
| 5 Post graduate qualification in dysphagia. | | ✓ |

Knowledge

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| 1 To have advanced knowledge of National, Regional and Local health and social care drivers. | ✓ |
| 2 To operate as an advanced practitioner with specialist knowledge of learning disability and/or autism and associated mental health difficulties. To actively provide support and expert advice to other Speech and Language Therapists and all other stakeholders. | ✓ |
| 3 To be able to demonstrate advanced knowledge of the clinical evidence base and assessment and intervention approaches specific to the people we support. Evidence of ability to frequently problem solve through complex, sensitive and highly technical clinical situations. | ✓ |

Policy Document No: Per 1.1.2
Knowledge continued
Essential Desirable

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| <p>4 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. To also understand how best to support colleagues through these situations and how to apply reflective learning and development.</p> | ✓ |
| <p>5 To have knowledge of clinical supervisory models and practices, experience of supervising others and some experience managing people within a healthcare setting.</p> | ✓ |
| <p>6 An ability and commitment to work proactively as a member of a team and effectively communicate and take a leadership role in the general engagement of teams within workplace.</p> | ✓ |

Skills and Abilities

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| <p>1 To demonstrate the ability to communicate highly complex information to a broad range of individuals and/or groups/family members/teams in a sensitive, appropriate manner.</p> | ✓ |
| <p>2 Ability to make decisions in the face of competing alternatives, at times being able to make these when others may not agree.</p> | ✓ |
| <p>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.</p> | ✓ |
| <p>4 Excellent analytical and organisational skills to enable full autonomy within the clinical setting on a day to day basis. Effective and evidenced clinical leadership skills.</p> | ✓ |
| <p>5 Flexible in thinking and able to take the initiative to make sound and reasoned judgements and decisions. Being able to support more junior colleagues to develop reasoning skills.</p> | ✓ |
| <p>6 Ability to identify, lead and/or contribute to improvements in the quality of the service delivered. To begin to develop skills to critically analyse the service level need.</p> | ✓ |

Policy Document No: Per 1.1.2
Skills and Abilities continued
Essential Desirable

- 7 Advanced skills in delivering training and presentations including making complex adaptations to these to present to a range of audiences.**

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Experience

- 1 Significant experience of working within different clinical settings with individuals with complex needs within a range of multi-professional teams.**
- 2 Previous experience of working as a Senior and or Clinical Specialist, qualified Speech and Language Therapist.**
- 3 Experience and or involvement in auditing clinical standards within the practice setting.**
- 4 Experience of developing and implementing short to medium term projects to bring about positive change to the service.**
- 5 Ability to devise, plan and deliver training to colleagues, students, families and adapt delivery style and type to suit the need.**
- 6 Ability to negotiate and communicate effectively through complex and challenging situations.**
- 7 Some experience in leading, managing, developing and supervising a team of professional staff.
- 8 Significant experience of working within complex and multi-layered organisations.

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Person Specification prepared by HR Department

Date: 16 February 2017