

Speech and Language Therapist
Person Specification

Job Title: SPEECH AND LANGUAGE THERAPIST

Job Vacancy No:

Service: Central Services – Therapeutic Services

<u>Qualifications</u>	<u>Essential</u>	<u>Desirable</u>
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

1 To have knowledge of National, Regional and Local health and social care drivers.	✓
2 To operate as a practitioner with developing knowledge of learning disability and/or autism and associated mental health difficulties.	✓
3 Knowledge of the clinical evidence base, assessment and intervention approaches specific to the people we support.	✓
4 Evidence of ability to problem solve through complex, sensitive and highly technical clinical situations with support from more senior colleagues as required.	✓
5 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.	✓
6 To have experience of making best use of clinical supervision to bring about professional development and learning.	✓
7 An ability and commitment to work as a member of a team and effectively communicate with the team.	✓

Policy Document No: Per 1.1.2

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. | ✓ |
| 4 To begin to demonstrate ability to be analytical within professional reasoning. | ✓ |
| 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 Some experience of practice placements or working as a Speech and Language Therapist within different clinical settings. | ✓ |
| 2 Experience of working within mixed professional teams. | ✓ |
| 3 Experience of working with people from a broad variety of backgrounds, life experiences and cultures. | ✓ |
| 4 Previous experience of working/volunteering/placement within a healthcare or social care setting. | ✓ |
| 5 Experience of receiving and making productive use of clinical supervision. | ✓ |
| 6 Some experience of managing, organising and prioritising workload and caseload need. | ✓ |
| 7 To demonstrate experience in working with and engaging effectively with client group to bring about best practice in terms of client focused and centred interventions. | ✓ |