

Person Specification

Post: Specialist Speech and Language Therapist – Band 6

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> Recognised Speech and Language Therapy Degree Qualification or equivalent. HCPC Registration – Licence to Practice. Evidence of successful completion of specialist short courses or other post graduate training. Registered member of Royal College of Speech and Language Therapists. Evidence of the successful completion of post basic dysphagia qualification. 	<ul style="list-style-type: none"> Membership of relevant Clinical Excellence Networks. Sign language qualification 	<ul style="list-style-type: none"> Application Form Certificate(s) Interview
Experience	<ul style="list-style-type: none"> Relevant clinical experience at post graduate level. Experience in developing specialised packages of care. Experience of working within a relevant specialist area. Experience of working collaboratively with parents, carers and professionals. Experience of training others. Experience of managing the Dysphagia needs of clients with Learning Disabilities 		<ul style="list-style-type: none"> Application Form Interview

Knowledge	<ul style="list-style-type: none"> • Well established knowledge of assessment tools relevant to the client group. • Well established knowledge of relevant national and local policies, procedures and clinical guidelines (relevant to the client group). • Well established knowledge of a range of appropriate therapeutic interventions (relevant to the client group). • Understanding of clinical governance and its application to practice. • Understanding of roles of the other professionals (relevant to the client group). • Knowledge of standards of clinical record keeping. 		<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • Excellent interpersonal skills, including observation, listening and empathy. • Negotiation and problem solving skills. • Good analytical and reflective skills. • Well-developed concentration skills. • Good presentation skills both verbal and written. • Good planning and organisational skills. • Prioritisation and caseload management skills. 		<ul style="list-style-type: none"> • Application Form • Interview

	<ul style="list-style-type: none"> • Excellent auditory discrimination skills and ability to transcribe speech phonetically. • Able to work as part of a team. • Ability to work flexibly. • Ability to demonstrate cultural awareness in service delivery and clinical practice. • IT skills. 		
Work Related Circumstances	<ul style="list-style-type: none"> • Excellent interpersonal skills, including observation, listening and empathy. <p>Mandatory Wording:</p> <ul style="list-style-type: none"> • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		<ul style="list-style-type: none"> • Application Form • Interview

Drawn up by:

Date: October 2019