

**PERSON SPECIFICATION: Band 6**

**Specialist Speech & Language Therapist**

<b>REQUIREMENTS</b>	<b>ESSENTIAL CRITERIA</b> Brackets indicate how this will be verified, i.e. (F), (I), (T), (R)	<b>DESIRABLE CRITERIA</b> Brackets indicate how this will be verified, i.e. (F), (I), (T), (R)
<b>Educational/Vocational/ Occupational qualifications and/or training</b>	Degree or equivalent qualification in speech and language therapy recognised by RCSLT (F) (C)  Health and Care Professions Council Licence to Practice (F) (C)  Registered Member of the Royal College of Speech and Language Therapy (RCSLT) (F) (C)  Evidence of successful completion of specialist short courses, including post-graduate basic dysphagia (F) (L)	Membership of relevant Special Interest Group (I) (F)
<b>Work or other relevant experience</b>	Experience of working with children with a wide range of speech, language and/or communication needs since qualification (F)  2 Years post qualification experience as a speech and language therapist (F)  To have worked under the supervision of a clinical specialist (F) (I) (R)  Relevant experience post qualification within specialist area (F) (I) (R)  Experience of training other professionals (F) (I) (L)	Experience of supervising students and assistants (I)  3 Years or more post qualification experience as a speech and language therapist (F)

Criteria will be verified by:

F= Form      I = Interview      T = Test(s)      R = References      L = CPD Log  
C = Certificate(s)/Registration card

<b>Knowledge and Key Skills</b>	<p>Excellent interpersonal skills, including observation, listening and empathy skills (I) (R)</p> <p>Excellent presentation skills, both written and verbal communication skills (I)</p> <p>Excellent organisational skills in planning, prioritisation and time management (I) (R)</p> <p>Well developed concentration and critical thinking skills, including analytical and reflection skills (I) (R)</p> <p>Highly developed negotiation and problem solving skills (I)</p> <p>Excellent analytical and reflection skills (I)</p>	<p>Computer literacy (I) (F)</p>
<b>Job Related Knowledge and Skills</b>	<p>Knowledge of assessment tools relevant to the client group (I)</p> <p>Knowledge of a range of therapeutic interventions relevant to the client group (I)</p> <p>In-depth knowledge of national policies and procedures relevant to the client group (I)</p> <p>Knowledge of the principles of clinical governance / audit (I)</p> <p>Knowledge and application of professional standards and code of conduct (I)</p> <p>Understanding the roles of other professionals relevant to the client group (I)</p>	<p>Knowledge of Videofluoroscopy (I) (F)</p> <p>Knowledge of a speaking valve (I)</p> <p>Experience in clinical supervision (I) (F)</p>

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	<p>Demonstrate the ability to be a good team member, to be flexible and assume leadership when required (I)</p> <p>Knowledge of the standards of record keeping (I) (R)</p>	
<b>General competencies</b>	<p>Well motivated and able to motivate others (I) (R)</p> <p>Ability to be a good team member (I) (R)</p> <p>Ability to be flexible in work situations (I) (R)</p> <p>Ability to organise own caseload (I) (R)</p> <p>Ability to establish rapport with children and adults (I) (R)</p> <p>Ability to show a realistic sense of own professional limitations (I) (R)</p> <p>Awareness of own and others' cultural values, perspectives, biases, expectations and responses (I)</p>	
<b>Equal Opportunities</b>	<p>Understanding of and commitment to Equal Opportunities as they relate to staff and clients (I)</p>	

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