

PERSON SPECIFICATION: Speech and Language Therapist

| | Essential | Desirable |
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| Qualifications | Recognised Speech and Language Therapy degree/qualification HCPC Registration RCSLT Membership | Evidence of CPD and relevant post qualification training Member of relevant Clinical Excellence Network (CEN) |
| Experience | Experience working with children and young adults with ASC and/or SEMH Experience of using formal and informal assessment tools Experience of using a range of specialist intervention approaches relevant to this client group Experience of completing assessments and planning therapy goals at undergraduate or post-graduate level Experience of working in a multi-disciplinary team | Evidence of CPD Evidence of providing advice, training/workshops to parents and carers or staff Experience of caseload management |
| Knowledge | Knowledge of a range of therapeutic approaches Knowledge of relevant assessment tools Knowledge of a range of approaches to assessment, intervention and outcomes relevant to children and young people with ASC or SEMH Knowledge of current policies relating to health, social care and education Knowledge of clinical governance Awareness of evidence-based practice relevant to children and young adults with ASC or SEMH Knowledge of standards of record keeping Knowledge of Safeguarding policies and procedures Knowledge of child development | Knowledge of what to consider when making differential diagnosis Knowledge of outcome measures |
| Skills/abilities | Able to work independently with recognised role seeking support as needed Able to accept and provide line management for therapists and/or clinical supervision of other Speech and Language Therapists and students, depending on professional training Able to build robust working relationships with a range of complex | Able to inspire confidence and influence and motivate others through example Emotional resilience in working with challenging behaviours. |

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| | <p>stakeholders within and outside the organisation</p> <p>Able to organise and prioritise self and workload</p> <p>Able to work as part of a team Ability to make decisions</p> <p>Able to maintain accurate notes</p> <p>Able to communicate clearly and sensitively with students, parents, carers and professionals</p> <p>A high degree of personal, interpersonal, organisational, communication and administrative skills including initiative, diplomacy, influencing, discretion and a professional approach.</p> | |
| Qualities | <p>Self-motivated with a 'can do' attitude and determination to always strive for the best outcomes.</p> <p>Methodical approach to work and the ability to prioritise, meeting deadlines under pressure.</p> <p>Reflective practitioner who works autonomously, seeking support as required.</p> <p>Understands and gets on well with all types of people and able to win their trust and respect.</p> <p>Shares knowledge with others and supports their development.</p> <p>Committed to equality of opportunity.</p> <p>High standards of integrity, professionalism and tact.</p> | |