**THE HARMONY TRUST**

**Speech & Language Therapist**

**PERSON SPECIFICATION**

\*Information for applicants: when completing the application form please remember that you are only required to supply relevant evidence to satisfy the emboldened criteria below

AF: Application Form I: Interview

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| --- | --- | --- | --- |
|  | **Criteria** | **Essential (E) Desirable (D)** | **How Assessed** |
| Education and Qualification | Recognised Speech and Language Therapy Degree or Masters | E | AF /I |
| Full HCPC and RCSLT membership (eligible for or received) | E | AF /I |
| Demonstrates willingness to learn and develop | E | AF/I |
| Experience | Experience working with children with a wide range of speech, language and communication needs | E | AF /I |
| Experience of working with children, their families and schools/academies | E | AF /I |
| Experience of delivering SaLT assessments and interventions in Schools | E | AF /I |
| An understanding of relevant clinical practice/standards within identified clinical area (complex needs) | E | AF /I |
| Awareness of Safeguarding issues | E | AF /I |
| Interest in working towards developing specialist skills and knowledge in supporting children with complex needs | D | AF /I |
| Experience developing and providing training to others | D | AF/I |
| Skills | Good oral communication skills based on the fluency of the English language – spoken and written | E | AF/I |
| Well developed analytical and problem solving skills | E | AF/I |
| Excellent interpersonal skills, able to listen well | E | AF/I |
| Literate in IT/Computer skills and able to use a range of applications to support workload | E | AF/I |
| Able to demonstrate empathy with pupils, parents/ carers and families | E | AF/I |
| Able to organise workload and manage time | E | AF/I |
| Demonstrates the ability to reflect on practice with peers/clinical supervisor | E | AF/I |
| Knowledge of UK education system | E | AF/I |
| Ability to innovate and create new ideas | D | AF/I |
| Knowledge or experience of mentoring and supervision of staff | D | AF/I |
| **Work circumstances** | Requirement to work flexibly to meet the demands of the post | E | AF/I |
| An Enhanced Disclosure and Barring check is required | E | AF/I |
| Full clean driving licence (casual car allowance is payable with the appropriate insurance over for business use) | D | AF/I |