

PERSON SPECIFICATION

Job Title: Speech and Language Therapy (SLT) Workforce Project Lead	Band: 8a
Directorate: Corporate	Date: April 2024

* **Assessed method:** **A=Application** **I=interview** **T=Test** **R=References**

Essential Criteria	*	Desirable Criteria	*
Qualifications and Training <ul style="list-style-type: none"> Relevant degree and postgraduate level qualification (or equivalent experience). Recognised project management qualification or equivalent experience 	A/I	<ul style="list-style-type: none"> Degree level qualification (or equivalent experience) in Speech and Language Therapy Evidence of post registration qualification/study/development. Registered with RCSLT. Registration with a Clinical Professional body, i.e. HCPC. 	
Experience <ul style="list-style-type: none"> Proven record of working with teams to deliver improved outcomes for patients/ staff. Recent senior clinical/managerial level experience. Clear understanding of contemporary clinical quality agendas. Understand clinical governance systems and processes. Service improvement/change management experience. Experience of managing effective clinical risk management. Experience of leading programmes of engagement with staff and/or patients with defined outcomes. Knowledge and experience of project management. Leading a project involving several stakeholders/teams or professions. Experience of facilitation of sharing best practice or innovation across teams or services or organisations. 	A/I	<ul style="list-style-type: none"> Leadership models, implementing change and/or new clinical practices. 	A/I

Essential Criteria	*	Desirable Criteria	*
<p>Skills Technical/Work-based skills</p> <ul style="list-style-type: none"> • Has excellent interpersonal skills. • Can translate national/regional and local policy into Trust relevant actions. • Can communicate with staff at all levels of different organisations and engage them in relevant projects and activity. • Can empower staff to take ownership of key areas of development. • Has competent keyboard skills and ability to communicate through IT using packages such as Word, Outlook, Excel and PowerPoint. • Can lead change effectively. • Has advanced report writing skills. • Has excellent time keeping and prioritisation skills. • Has competent project management skills. 	A/I	<ul style="list-style-type: none"> • Is familiar with project management systems. 	
<p>Safeguarding and promoting the welfare of children and young people/vulnerable adults.</p> <ul style="list-style-type: none"> • Has ability to safeguard and promote the welfare of children and young people/ vulnerable adults. • Demonstrates understanding of safeguarding issues. • Can demonstrate an ability to contribute towards a safe environment. • Is up to date with legislation and current events. 	A/I		
<p>Working within Professional Boundaries</p> <ul style="list-style-type: none"> • Accepts responsibility and accountability for own work and can define the responsibilities of others. • Recognises the limits of own authority within the role. • Seeks and uses professional support appropriately. • Understands the principle of confidentiality. • Demonstrates professional curiosity. 	A/I		
<p>Emotional Awareness</p> <ul style="list-style-type: none"> • Is aware of the range of emotions in self and others. • Demonstrates empathy for the concerns of others. • Listens to and understands directly and indirectly expressed feelings. • Encourages others to express themselves openly. • Manages strong emotions and responds constructively to the source of problems. 	A/I		

Essential Criteria	*	Desirable Criteria	*
<ul style="list-style-type: none"> • Shows respect for others' feelings, views and circumstances. • In highly stressful situations, keeps own feelings in check, take constructive action and calms others down. • Has a range of mechanisms for dealing with stress, recognises when to use them and does so appropriately. • Listens to personal comments without becoming defensive. 			
<p>Self-awareness</p> <ul style="list-style-type: none"> • Has a balanced understanding of self and others. • Has a realistic knowledge of personal strengths and areas for development. • Can demonstrate flexibility of approach. • Shows a realistic appreciation of the challenges of working with teams and services to implement change and improvement. 	A/I		
<p>Other</p> <ul style="list-style-type: none"> • Can travel across the geography of BLMK and C&P ICS', sometimes at short notice. • Satisfactory Disclosure and Barring Service check. 	A/I		

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