

**SENIOR SPECIALIST SPEECH & LANGUAGE THERAPIST**

**PERSON SPECIFICATION**

<b>FACTORS</b>	<b>ESSENTIAL</b> Necessary for safe & effective performance in the job	<b>DESIRABLE</b> Where available, element that contributes to improved performance in the job	<b>METHOD OF ASSESSMENT</b>
<b>Educational / qualifications / state registration</b>	<ul style="list-style-type: none"> <li>• Degree in Speech and Language Therapy.</li> <li>• State registration via Health &amp; Care Professions Council</li> <li>• Evidence of relevant post graduate training in specialist area.</li> <li>• Accredited post-basic dysphagia qualification or equivalent in-house dysphagia training</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in special interest group / Clinical Excellence Network</li> <li>• Member of RCSLT</li> <li>• Leadership training</li> </ul>	Application
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Relevant postgraduate clinical experience.</li> <li>• Considerable experience with stroke caseload.</li> <li>• Management of patients with complex communication and/or dysphagia presentations.</li> <li>• Independent caseload management.</li> <li>• Referral into and delivery of Videofluoroscopy/ FEES clinics.</li> <li>• Planning timely and safe patient discharge.</li> <li>• Utilisation of evidence-based practice and established vs novel therapy approaches to plan and delivery high-quality person-centred care.</li> <li>• Use of appropriate outcome measures.</li> <li>• Interdisciplinary working and collaboration.</li> <li>• Experience of supervision of students and SLT colleagues.</li> <li>• Development and delivery of training for/to SLT and non-SLT colleagues.</li> <li>• Planning and implementation of service improvement initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in range of SLT settings.</li> <li>• Audit</li> <li>• Research</li> <li>• Knowledge of community services</li> <li>• Previous experience at this level.</li> </ul>	Application, interview and references.
<b>Skills / Knowledge</b>	<ul style="list-style-type: none"> <li>• Advanced theoretical knowledge of presentations and approaches relating to stroke.</li> <li>• Specialist knowledge of speech &amp; language therapy assessment and treatment techniques</li> </ul>	<ul style="list-style-type: none"> <li>• FEES competencies.</li> <li>• Saliva management</li> </ul>	Application, interview and

	<p>relevant to stroke caseload, including; formal and informal assessments for communication impairment, management and rehab approaches for complex presentations.</p> <ul style="list-style-type: none"> <li>• Advanced knowledge of evidence base and emerging updates within stroke care.</li> <li>• Advanced knowledge of dysphagia assessment and management.</li> <li>• Independent caseload management.</li> <li>• Videofluoroscopy competencies.</li> <li>• Mental capacity Act knowledge.</li> <li>• Ethical decision-making around nutrition.</li> <li>• Ability to adapt communication style as required.</li> <li>• Awareness of best practice and relevant evidence base.</li> <li>• Ability to manage patients displaying challenging behaviours.</li> <li>• Ability to work as part of a team.</li> <li>• Able to work autonomously with ability to seek guidance appropriately.</li> <li>• Ability to reflect and critically appraise own practice.</li> <li>• Effective written communication skills e.g. clinical records; reports to other health care professionals and external agencies.</li> <li>• Working knowledge of local and national policies and procedures eg RCSLT /Health &amp; Care Professions Council Code of Conduct/Ethics, Health and Safety, Infection Control, CPR, Equality and Diversity, Mental Capacity Act.</li> <li>• Supervision of others</li> <li>• Knowledge of safeguarding practices.</li> <li>• Clinical governance and effectiveness</li> </ul>	<p>approaches.</p>	<p>references.</p>
<p><b>Other</b></p>	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills.</li> <li>• Good organisational / planning / prioritisation skills.</li> <li>• Ability to lead by example, to motivate and empower others.</li> <li>• Good negotiation skills.</li> <li>• Flexible attitude</li> <li>• Able to handle sensitive situations.</li> <li>• Well developed concentration, analytical and problem-solving skills.</li> <li>• Presentation skills.</li> </ul>		<p>Application, interview and references.</p>

	<ul style="list-style-type: none"><li>• Good IT skills.</li><li>• Self awareness and insight.</li><li>• Professional curiosity.</li></ul>		
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