

PERSON SPECIFICATION

This is a specification of the qualifications, experience, skills, knowledge and abilities that are required to effectively carry out the responsibilities of the post (as outlined in the job description) and forms the basis for selecting a candidate.

POST: Band 7 Speech and Language Therapist, Camden Neurology and Stroke Service

CANDIDATE'S NAME:

REQUIREMENTS	Please Tick One Box		Please Tick One Box			Method used to Support Assessment	Evidence to Support Assessment
	Essential	Desirable	Fully Met	Partially Met	Not Met		
Education/Qualifications (<i>please note you will need to provide documental evidence of your qualifications and/or professional registration as part of the recruitment process</i>) Recognised Speech and Language Therapy qualification Registered with the Health Professions Council as a Speech and Language Therapist Registered member of the Royal College of Speech and Language Therapists	* *	*				Application form Application form, HPC number/on-line register Application form and RCSLT number	

Successful completion of advanced practitioner post-graduate study relevant to field (e.g. dysphagia, counselling, leadership, aphasia)	*					Application form	
Successful completion of highly specialist/expert short courses relevant to field (e.g. training the trainer, clinical governance, progressive neurological disorders, AAC, palliative care)	*					Application form	
Membership of, and active participation in, relevant Clinical Excellence Networks, e.g. CEN Community, CEN Counselling	*					Application form	
Supervision and appraisal methods	*					Application form/interview	
Experience							
Of working at a specialist level with people with neurological disorder	*					Application form	
Delivering specialist training to a range of audiences	*					Application form	
Carrying out evidence based audit and research projects		*				Application form	
Working in multidisciplinary/multiagency teams	*					Application form/interview	
Working in the community	*					Application form/interview	
Supervision of students/support workers	*					Application form	

REQUIREMENTS	Please Tick One Box		Please Tick One Box			Method used to Support Assessment	Evidence to Support Assessment
	Essential	Desirable	Fully Met	Partially met	Not Met		
Skills Excellent written and verbal communication skills Communicate complex, sensitive information Interpret a range of assessments relevant to the clinical field, including instrumental assessment of swallowing function, phonemic transcription, and formal language tests. Critically evaluate published research within a specific area of clinical expertise Skills in delivering presentations and training , including basic adaptations to presentation / training style for a range of audiences Working in teams Knowledge Of a highly specialist range of assessment tools and procedures to evaluate communication and swallowing difficulties in people with neurological disorders	* * * * * * *					Application form/interview Application form/interview Application form/interview Interview Interview Interview Application form/interview	

Of the key characteristics leading to a highly specialist differential diagnosis of communication and swallowing difficulties in people with neurological disorders	*					Application form/interview	
Of selecting, setting & evaluating highly specialist treatment goals	*					Application form/interview	
Of a highly specialist range of therapeutic interventions relevant to people with neurological disorders demonstrating the evidence base for these approaches	*					Application form/interview	
The application of highly specialist knowledge of local cultural, linguistic & demographic factors to the management of a caseload of people with neurological disorders and their carers	*					Application form/interview	
Detailed knowledge of multi-disciplinary team approaches to patient care	*					Application form/interview	
Of approaches to mentoring, advising, supporting and clinically supervising less experienced SLTs and support staff and students in training	*					Application form/interview	
Basic qualitative & quantitative approaches to audit and research	*					Application form	
Good understanding of clinical governance principles	*					Application form/interview	
Development and implementation of short term clinically based projects	*					Application form	
Approaches to support patients & carers with challenging behaviour, mental health needs or in high levels of distress	*					Application form/interview	

Abilities Ability to reflect on practice Flexibility	* *					Application form/interview Application form/interview	
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Decision (Reject or Offer Post)	Offer	Reject	Reason (For Not Offering Post)

Completed by: _____

Job Title: _____

Signature: _____

Date: _____