

*All staff uphold and promote our Trust vision and values*

### Our Vision

*We put our patients, their families and carers at the centre of our simple vision:*



### Our Values

<b>Innovative</b>	<i>We seek new ideas and adopt best practice to improve our services</i>
<b>Caring</b>	<i>We show kindness and consideration for others</i>
<b>Agile</b>	<i>We deal with new situations quickly</i>

### Person Specification

**Job title:** Highly Specialist Speech and Language Therapist – Preschool Complex Needs and Dysphagia

	Essential	Desirable
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>Highly specialist knowledge acquired through degree or equivalent qualifications, further theoretical training and experience to Master's level equivalent relevant to complex communication needs and paediatric dysphagia</li> <li>Continued Professional Development evidenced by attendance at short specialist postgraduate courses to maintain and develop own specialist knowledge and expertise.</li> <li>Recognised Clinical Degree Qualification or equivalent (Post Graduate Diploma or MSc leading to registration with HCPC)</li> </ul>	<ul style="list-style-type: none"> <li>Line management training</li> <li>Experience of undertaking appraisal and planning CPD</li> </ul>

	<ul style="list-style-type: none"> <li>• HCPC Licence to Practice</li> <li>• Registered member of the Royal College of Speech and Language Therapists</li> <li>• Student Supervision Course attendance</li> <li>• Membership of relevant Special Interest Groups/ Clinical Excellence Group</li> </ul>	
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>• Experience of working with different professional disciplines and agencies</li> <li>• Working knowledge of electronic patient record system.</li> <li>• Knowledge of current safeguarding procedures.</li> <li>• Experience and commitment to involve patients and service users in the design and development of service provision</li> <li>• Evidence of involvement in service policy development in area of specialism</li> <li>• Experience of clinical supervision to wide range of staff in area of specialism</li> <li>• Knowledge of NHS, Education and social care policy and directives where these impact on area of specialism or service delivery</li> </ul>	

	<ul style="list-style-type: none"> <li>• Evidence of delivering training in area of specialism</li> <li>• High level clinical skills including assessment and diagnosis</li> <li>• Extensive experience in the relevant specialist area</li> <li>• Experience of supervising less experienced staff</li> <li>• Experience of advising/providing second opinions</li> <li>• Experience of developing case management skills in less experienced staff</li> <li>• Experience of developing and delivering core and specialist training</li> <li>• Evidence of in-depth experience in specialist area including active networking with other specialists regionally and nationally</li> <li>• In-depth knowledge and understanding of national policies and procedures relevant to the specialist client group</li> <li>• In depth and expert knowledge of a range of appropriate therapeutic interventions (relevant to the client group) and an ability to compare and contrast relative benefits</li> </ul>	
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	<ul style="list-style-type: none"> <li>• In-depth knowledge of assessment tools relevant to the client group</li> <li>• Understanding of the principles of clinical governance/audit</li> <li>• Understanding of the roles of other professionals (relevant to the client group)</li> </ul>	
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills both oral and written, including the ability to liaise and negotiate</li> <li>• Ability to communicate and receive complex and sensitive information</li> <li>• Knowledge of barriers to understanding &amp; ability to explain complex issues simply.</li> <li>• Ability to communicate effectively at all levels across organisations and with a range of audiences</li> <li>• Ability to establish positive relationships and mutual respect with people at all levels</li> <li>• Able to analyse and interpret complex data</li> <li>• Effective problem solving skills</li> <li>• Computer literate including use of Excel spreadsheets, databases and PowerPoint</li> <li>• Ability to work flexibly to meet deadlines</li> </ul>	

	<ul style="list-style-type: none"> <li>• Ability to handle high workloads and to prioritise</li> <li>• Ability to work for long periods whilst maintaining concentration</li> <li>• Ability to cope with unpredictable work patterns</li> <li>• Ability to work under pressure</li> <li>• Ability to impart unwelcome news</li> <li>• Effective time management</li> <li>• Excellent self management skills</li> <li>• Consistently demonstrate highly developed interpersonal skills and empathy with clients, carers and other professionals and agencies particularly where barriers to understanding exist</li> <li>• Is able to recognise conflict and generate solutions when dealing with highly complex and sensitive issues.</li> <li>• Excellent communication skills both oral and written, including the ability to liaise and negotiate</li> <li>• Excellent Group presentation skills both written and verbal including the use of IT systems</li> <li>• Demonstrates the ability to maintain effective functioning</li> </ul>	
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	<p>when working with difficult situations and people</p> <ul style="list-style-type: none"> <li>• Good numerical/financial skills</li> <li>• Good organisation and prioritisation skills</li> <li>• Specialist technical skills relevant to the specialist area of practice acquired through advanced training and significant experience</li> <li>• Excellent interpersonal skills including observation, listening and empathy skills</li> <li>• Well developed concentration skills</li> <li>• Good auditory discrimination skills and ability to transcribe speech phonetically</li> </ul>	
<b>General Skills Other Requirements</b>	<ul style="list-style-type: none"> <li>• Commitment to equal opportunities and anti discriminatory practice</li> <li>• Ability to sit at a desk or in meetings for long periods.</li> <li>• Current driving license and use of car for work purposes, able to travel within HCT area and occasionally beyond (unless Disability etc).</li> <li>• Eligible to work in the UK and satisfactory clearance from the Criminal Records Bureau</li> <li>• Light physical effort e.g. carrying papers, laptops &amp; some light equipment</li> <li>• Working in child friendly environments including sitting on small chairs and on the floor</li> </ul>	

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrates ability to be a good team member</li> <li>• Willingness to uphold the Trust's values</li> <li>• Experience and evidence of engagement around the equality, diversity and inclusion agenda. Able to actively support the development of a culture that recognises and promotes equality, values diversity, and actively leads by example in deploying these qualities. Understands the impact on equality, diversity and inclusion issues in all aspects of service delivery and planning</li> <li>• Eligible to live and work in the UK</li> <li>• If applicable to the role - hold a full, valid, UK driving licence and have access to a car to use for business purposes (unless you have a disability as defined by the Equality Act 2010)</li> <li>• If applicable to the role – be fully vaccinated against COVID-19 unless exempt and be able to evidence to demonstrate compliance</li> </ul>	
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