

PERSON SPECIFICATION

OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'

Job/Position Title:	Adult Speech & Language Therapist
Department/Location:	Adult Community Speech & Language Therapy - South East Essex
Grade/Band:	Band 7

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment - AS
Education/Qualifications			AF/IN/AS
<ul style="list-style-type: none"> Recognised Speech and Language Therapy Degree qualification or equivalent 	✓		AF/IN
<ul style="list-style-type: none"> Health & Care Professions Council registration number 	✓		AF/IN
<ul style="list-style-type: none"> Completion of RCSLT dysphagia competencies 	✓		AF/IN
<ul style="list-style-type: none"> Registered Member of Royal College of Speech and Language Therapists 		✓	AF/IN
<ul style="list-style-type: none"> Successful completion of a post-basic dysphagia course recognised by the RCSLT 		✓	AF/IN

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Knowledge			AF/IN/AS
<ul style="list-style-type: none"> Specialist knowledge of assessment tools and therapeutic interventions relevant to acquired and progressive neurological speech and language disorders in adults 	✓		AF/IN
<ul style="list-style-type: none"> Specialist knowledge of assessment tools and therapeutic interventions relevant to acquired and progressive neurological swallowing disorders in adults 	✓		AF/IN
<ul style="list-style-type: none"> Knowledge of national policies, procedures and current research relevant to all specialist caseloads 	✓		AF/IN
<ul style="list-style-type: none"> Knowledge of cultural and linguistic issues in working with a multi-cultural caseload 		✓	AF/IN
<ul style="list-style-type: none"> Awareness of the principles of clinical governance /audit 	✓		AF/IN
<ul style="list-style-type: none"> Awareness of the roles of other professionals 	✓		AF/IN

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<ul style="list-style-type: none"> Awareness of standards of record keeping and confidentiality 	✓		AF/IN
Skills/Experience			AF/IN/AS
<ul style="list-style-type: none"> At least 3 years' experience working with specialist adult caseload, managing swallowing disorders and communication issues 	✓		AF/IN
<ul style="list-style-type: none"> Experience working as part of a multidisciplinary team and good team working skills 	✓		AF/IN
<ul style="list-style-type: none"> Experience supporting and supervising less experienced therapist, students and other clinical staff 	✓		AF/IN
<ul style="list-style-type: none"> Excellent interpersonal skills – including sensitivity, observation, listening and empathy skills 	✓		AF/IN
<ul style="list-style-type: none"> Good time-management skills and ability to support others in this 	✓		AF/IN

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<ul style="list-style-type: none"> • Negotiation and problem-solving skills 	✓		AF/IN
<ul style="list-style-type: none"> • Good analytical and reflection skills 	✓		AF/IN
<ul style="list-style-type: none"> • Good presentation skills, both written and verbal 	✓		AF/IN
<ul style="list-style-type: none"> • Ability to work independently and to take initiative 	✓		AF/IN
<ul style="list-style-type: none"> • Ability to acknowledge need for, and seek support 	✓		AF/IN
<ul style="list-style-type: none"> • Ability to prioritise workload demands 	✓		AF/IN
<ul style="list-style-type: none"> • Ability to act on own initiative e.g. responding to an emergency situation 	✓		AF/IN
Personal Qualities			AF/IN/AS
<ul style="list-style-type: none"> • Shares the Trust's Beliefs and models this in their attitude and behaviour 	✓		IN
<ul style="list-style-type: none"> • Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others 	✓		IN

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every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate			
Corporate <ul style="list-style-type: none"> • Full UK Drivers Licence • Ability to Travel across Trust sites as required 	✓ ✓		AF/IN/AS AF/IN AF/IN