

Person Specification

1. JOB TITLE: BAND 6 SPECIALIST SPEECH AND LANGUAGE THERAPIST (INPATIENT AND COMMUNITY)

Criteria	Essential	Desirable
Qualifications	<p>Recognised Speech and Language Therapy Degree</p> <p>HCPC registration</p> <p>Relevant post registration training in specialist area</p> <p>Post graduate training in dysphagia</p>	<p>Training in supervision</p> <p>RCSLT membership</p>
Experience	<p>Experience of complex assessment and intervention for adults with communication disorders and swallowing problems associated with a wide range of conditions</p> <p>Experience in management of patients with SLT needs on acute wards</p> <p>Evidence of working in a multidisciplinary team</p> <p>Experience of adapting and facilitating assessment and treatment according to perceived patient needs, including cultural and linguistic differences</p>	<p>NHS based experience</p> <p>Experience in tracheostomy management</p> <p>Experience of working in community setting and lone working</p> <p>Involvement in service improvement / evaluation via clinical audit</p> <p>Previous experience in Videofluoroscopy</p> <p>Experience of supervision of other staff or students</p>

	Well established experience in a range of assessment tools and therapeutic interventions in the areas of communication and dysphagia relevant to the specialist area	
Knowledge	<p>Understanding of the need of confidentiality awareness at all times</p> <p>Demonstrates knowledge of legislation and national policies and procedures which are relevant to clinical practice.</p> <p>Understanding of clinical governance and its implications for the service</p> <p>In depth knowledge of RCSLT guidelines and national policies and procedures relevant to client group</p> <p>Demonstrates knowledge of legal requirements, national policies and procedures which may affect practice</p> <p>Clear understanding of the principles of clinical governance/audit to monitor and improve service</p>	<p>Awareness of the wider local and national agenda around SLT and NHS developments</p> <p>Knowledge of service improvement techniques e.g. change management</p>
Skills	<p>Excellent interpersonal skills</p> <p>Excellent verbal and non-verbal communication</p> <p>Able to pass on skills / knowledge to others in formal and informal environments, inclusive of presentation and training</p> <p>Ability to organise, prioritise and delegate appropriately for self and for team to facilitate efficient working</p> <p>Good time management and record keeping</p>	Audit / project leadership

	<p>Ability to work within the Trusts policies or data protection, equal opportunities and health and safety</p> <p>Ability to keep accurate records and notes</p> <p>Seeks to develop an understanding of different groups and individuals and ensures equitable and appropriate treatment</p> <p>Able to cope with difficult situations, and communicate information sensitively</p> <p>Able to recognise potential conflict and to seek advice and support as necessary to resolve it</p> <p>Demonstrates flexibility and the ability to adapt to the needs of a changing diverse environment</p> <p>Demonstrates self-awareness, and ability to seek appropriate support</p> <p>Able to respond appropriately to pressure</p> <p>Demonstrates a positive approach to problem solving</p> <p>Competent IT skills</p> <p>Ability to cope working in a stressful and unpredictable environment requiring intense periods of concentration and with emotional or aggressive patients and carers</p>	
Other	<p>Ability to travel within the local area to fulfil community visits</p> <p>Able to work within Trust Moving and Handling guidelines e.g. when moving patients or when delivering swallow or communication assessments.</p>	

	<p>Maintain sensitivity to the emotional needs of patients and their carers, particularly when communicating distressing information regarding their difficulties</p> <p>Able to form productive relationships with others who may be under stress and/or have challenging communication difficulties.</p>	
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