

DIRECTORATE OF OPERATIONS  
COMMUNITY & THERAPY SERVICES

PERSON SPECIFICATION

POST TITLE: SPECIALIST SPEECH & LANGUAGE THERAPIST Band 6

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>Recognised Speech and Language Therapy Degree Qualification or equivalent</li> <li>HCPC Registered</li> <li>Registered member of RCSLT</li> <li>Wide range of CPD activities, esp. related to specialist area</li> <li>Postgraduate qualification or training in Dysphagia</li> <li>Membership of relevant Clinical Excellence Networks</li> </ul>	<ul style="list-style-type: none"> <li>Relevant Masters level studies</li> <li>Clinical Supervisor training</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Documentary proof</li> <li>Interview</li> </ul>
<b>Occupational experience and abilities</b>	<ul style="list-style-type: none"> <li>Minimum two years post graduate experience with adult caseload</li> <li>Broad knowledge of current best practice</li> <li>Work in specialist areas</li> <li>Demonstrates advanced clinical reasoning skills</li> <li>Ability to recognise own professional limitations and seek appropriate supervision</li> <li>Experience of supervising/teaching assistant staff/providing information to other healthcare professionals</li> <li>Experience of working in an acute and/or community setting with a multiagency team</li> </ul>	<ul style="list-style-type: none"> <li>Experience of several specialist areas of work</li> <li>Experience of managing staff and other resources</li> <li>Experience of presentations to a range of audiences</li> <li>Clinical education of students, assistants or other staff</li> <li>Involvement in research</li> <li>Use of augmentative and alternative communication (AAC) systems</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> </ul>

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Ability to manage own caseload and prioritise</li> <li>• Ability to work under pressure</li> <li>• Good written/oral communication skills</li> <li>• Accurate, concise record keeping</li> <li>• Competent IT skills</li> <li>• Regular use of EBP with evidence of reflective practice</li> <li>• Professional appearance</li> <li>• Able to move and handle safely</li> <li>• Able to maintain moderate physical effort</li> <li>• Self-reliant, autonomous practitioner</li> <li>• Able to motivate others, including patients and team members</li> <li>• Relates well to all staff and patients</li> <li>• Ability to deal with clients who may be distressed or anxious appropriately and with sensitivity</li> <li>• Effective team member</li> <li>• Excellent interpersonal skills including observation, listening and empathy skills</li> <li>• Good auditory discrimination skills and ability to transcribe speech phonetically</li> <li>• Negotiation and problem solving skills</li> <li>• Aware of legal responsibilities</li> <li>• Good team worker with ability to provide effective support to others</li> <li>• Good personal organisational skills</li> <li>• Demonstrates good analytical and reflection skills</li> <li>• Well-developed concentration skills</li> <li>• Willingness to work flexibly</li> <li>• Understanding of the principles of Clinical Governance/audit</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview/Presentation</li> </ul>
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