

PERSON SPECIFICATION

Job Title: Speech and Language Therapy (SLT) Workforce Project Lead	Band: 8a
Directorate: Corporate	Date: April 2024

* **Assessed method:** **A=Application** **I=interview** **T=Test** **R=References**

Essential Criteria	*	Desirable Criteria	*
Qualifications and Training <ul style="list-style-type: none"> Relevant degree and postgraduate level qualification (or equivalent experience). Recognised project management qualification or equivalent experience 	A/I	<ul style="list-style-type: none"> Degree level qualification (or equivalent experience) in Speech and Language Therapy Evidence of post registration qualification/study/development. Registered with RCSLT. Registration with a Clinical Professional body, i.e. HCPC. 	
Experience <ul style="list-style-type: none"> Proven record of working with teams to deliver improved outcomes for patients/ staff. Recent senior clinical/managerial level experience. Clear understanding of contemporary clinical quality agendas. Understand clinical governance systems and processes. Service improvement/change management experience. Experience of managing effective clinical risk management. Experience of leading programmes of engagement with staff and/or patients with defined outcomes. Knowledge and experience of project management. Leading a project involving several stakeholders/teams or professions. Experience of facilitation of sharing best practice or innovation across teams or services or organisations. 	A/I	<ul style="list-style-type: none"> Leadership models, implementing change and/or new clinical practices. 	A/I

Essential Criteria	*	Desirable Criteria	*
Skills Technical/Work-based skills <ul style="list-style-type: none"> Has excellent interpersonal skills. Can translate national/regional and local policy into Trust relevant actions. Can communicate with staff at all levels of different organisations and engage them in relevant projects and activity. Can empower staff to take ownership of key areas of development. Has competent keyboard skills and ability to communicate through IT using packages such as Word, Outlook, Excel and PowerPoint. Can lead change effectively. Has advanced report writing skills. Has excellent time keeping and prioritisation skills. Has competent project management skills. 	A/I	<ul style="list-style-type: none"> Is familiar with project management systems. 	
Safeguarding and promoting the welfare of children and young people/vulnerable adults. <ul style="list-style-type: none"> Has ability to safeguard and promote the welfare of children and young people/vulnerable adults. Demonstrates understanding of safeguarding issues. Can demonstrate an ability to contribute towards a safe environment. Is up to date with legislation and current events. 	A/I		
Working within Professional Boundaries <ul style="list-style-type: none"> Accepts responsibility and accountability for own work and can define the responsibilities of others. Recognises the limits of own authority within the role. Seeks and uses professional support appropriately. Understands the principle of confidentiality. Demonstrates professional curiosity. 	A/I		
Emotional Awareness <ul style="list-style-type: none"> Is aware of the range of emotions in self and others. Demonstrates empathy for the concerns of others. Listens to and understands directly and indirectly expressed feelings. Encourages others to express themselves openly. Manages strong emotions and responds constructively to the source of problems. 	A/I		

Essential Criteria	*	Desirable Criteria	*
<ul style="list-style-type: none"> Shows respect for others' feelings, views and circumstances. In highly stressful situations, keeps own feelings in check, take constructive action and calms others down. Has a range of mechanisms for dealing with stress, recognises when to use them and does so appropriately. Listens to personal comments without becoming defensive. 			
Self-awareness <ul style="list-style-type: none"> Has a balanced understanding of self and others. Has a realistic knowledge of personal strengths and areas for development. Can demonstrate flexibility of approach. Shows a realistic appreciation of the challenges of working with teams and services to implement change and improvement. 	A/I		
Other <ul style="list-style-type: none"> Can travel across the geography of BLMK and C&P ICS', sometimes at short notice. Satisfactory Disclosure and Barring Service check. 	A/I		

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