

**SPEECH AND LANGUAGE THERAPY SERVICE  
 PERSON SPECIFICATION**

**POST TITLE:** Speech and Language Therapist

**BASE:**

**GRADE/SCALE:** Band 5

Criteria	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Recognised Speech and Language Therapy degree qualification or equivalent.</li> <li>Health Professions Council Licence to Practice.</li> <li>Registered member of the Royal College of Speech and Language Therapists.</li> </ul>	
<b>Experience/Skills</b>	<ul style="list-style-type: none"> <li>Relevant experience at undergraduate/postgraduate level.</li> <li>Excellent interpersonal skills:               <ul style="list-style-type: none"> <li>Able to listen well and counsel patients and carers.</li> <li>Able to demonstrate empathy with clients, carers and families and colleagues.</li> <li>Able to communicate effectively, particularly where barriers to understanding exist.</li> <li>Demonstrate developing motivational skills.</li> </ul> </li> <li>Demonstrates negotiation and problem solving skills.</li> <li>Demonstrates good analytical and reflection skills.</li> <li>Demonstrates well developed concentration skills.</li> <li>Demonstrates good presentation skills, both written and verbal.</li> <li>Able to organise work load and manage time.</li> <li>Able to prioritise work load – clinical and non-clinical.</li> <li>Had auditory and perceptual skills, including ability to transcribe speech phonetically.</li> <li>Demonstrates ability to be a good team member.</li> <li>Demonstrates knowledge of Specialist SLT assessment tools relevant to the client group.</li> <li>Demonstrates knowledge of national policies and procedures relevant to client groups.</li> </ul>	<ul style="list-style-type: none"> <li>Able to apply knowledge re: policies, etc. to practice.</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrates knowledge of a range of appropriate therapeutic interventions.</li> <li>• Demonstrates knowledge of the principles of clinical governance/audit.</li> </ul>	
<b>Experience/Skills</b> (Cont'd)	<ul style="list-style-type: none"> <li>• Demonstrates awareness of the roles of other professionals.</li> <li>• Demonstrates awareness of standards of record keeping.</li> <li>• Able to maintain intense concentration in all aspects of patient management.</li> <li>• Able to manage emotional consequences of working with patients with a range of communication disorders.</li> <li>• Able to identify own strengths and needs.</li> <li>• Able to identify when to seek support.</li> <li>• Demonstrates the ability to reflect on practice with peers/clinical supervisor.</li> <li>• Demonstrates adequate flexibility to meet the demands of an unpredictable workload.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates emotional maturity to deal with emergency situations.</li> </ul>
<b>Other Relevant Factors</b>	<ul style="list-style-type: none"> <li>• Able to travel between a range of clinical locations.</li> <li>• Car driver</li> </ul>	<ul style="list-style-type: none"> <li>• .</li> </ul>

Job Holder's Signature:..... Date: .....

Manager's Signature: ..... Date: .....