

B7 Highly Specialist Speech & Language Therapist

PERSON SPECIFICATION

ESSENTIAL AND DESIRABLE CRITERIA

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Recognised speech & language therapy degree qualification or equivalent. 	<ul style="list-style-type: none"> Evidence of leadership course.
Professional Registration	<ul style="list-style-type: none"> Health and Care Professions Council Licence to practice. 	<ul style="list-style-type: none"> Member of relevant CEN(s). Registered member of Royal College of Speech & Language Therapists.
Training	<ul style="list-style-type: none"> Evidence of Continuing Professional Development Evidence of appropriate external and internal training as appropriate to specialism. 	<ul style="list-style-type: none"> Completion of recruitment and selection training. Completion of clinical supervision training. Level 2 FEES practitioner Evidence of successful completion of short course for voice disorders (e.g. the accent method, Estill).
Experience	<ul style="list-style-type: none"> Substantial clinical experience with an adult acquired caseload. Assessment, treatment, management of complex aphasic patients and patients with progressive neurological conditions. Experience of working with other professionals relevant to client groups. Experience of undertaking appraisal and planning CPD for less experienced staff. Experience of being involved in clinical audit/service evaluation/quality improvement. 	<ul style="list-style-type: none"> Development and delivery education and training packages. Training and experience in counselling clients. Experience of supporting patients with AAC provision. Assessment and treatment of patients with voice disorders.
Specific Skills	<ul style="list-style-type: none"> Able to demonstrate a high level of competence in the management of complex communication patients. Able to demonstrate a high level of competence in the management of complex dysphagia patients. Able to support, train and supervise junior staff members/students. To be competent in handling the emotional and psychosocial aspects of working with a complex SLT caseload in the community. Good interpersonal skills – including observation, listening and empathy skills. Developed negotiation and problem solving skills. Demonstrates excellent concentration, analytical and reflection skills. Excellent presentation skills, both written and verbal. Excellent organisational and prioritisation skills. Good auditory discrimination skills and ability to transcribe speech phonetically. 	

	<ul style="list-style-type: none"> • Demonstrates ability to be a good team member and assume leadership responsibilities when required by line manager. • Specialist knowledge of a range of approaches to therapy • In-depth knowledge of national policies and procedures. (relevant to the specialist client group) such as NICE, NSF and Disability Discrimination Act. • In depth knowledge of a range of appropriate therapeutic interventions (relevant to the client group) and an ability to compare and contrast relative benefits. • In depth knowledge of the principles of clinical governance. • Understanding of the roles of other professionals (relevant to the client group.) • Good knowledge of standards of record keeping. • Good written and spoken English. • Good knowledge of IT software packages eg word, excel 	
Personal Qualities	<ul style="list-style-type: none"> • Good Interpersonal Skills. • Able to work individually and as part of a team. • Flexible approach to meeting service & client needs. • Time management skills and ability to prioritise. • Good team worker • Able to take on leadership responsibilities. • Enthusiastic, flexible, positive and enabling. • Car driver with access to own car for work purposes 	