



**HARINGEY CHILDREN and YOUNG PEOPLES SERVICE
PERSON SPECIFICATION**

**Post: Developing Specialist Speech and
Language Therapist, autism**

Grade/Banding: Band 6

**Department/Ward: Speech & Language
Therapy**

Division: Children & Young People

REQUIREMENTS	CRITERIA	ESSENTIAL/ DESIRABLE	HOW ASSESSED?*
1. Education/ Qualifications/ Training	Diploma, Degree or MSC in Speech and Language Therapy	E	A
	Registered Member of the Royal College of Speech & Language Therapists	E	A
	Health Professions Council Registration to Practice	E	A
	Evidence of successful completion of short courses and other CPD in clinical area	E	A and I
2. Skills/Abilities	Excellent Interpersonal skills with regard to individual client management (including empathy, observation and interview skills).	E	I
	High level of clinical skills in the assessment, diagnosis and treatment of children with a range of speech and language difficulties including children with complex needs (Down syndrome, Autism and general developmental delay), DLD, language delay, phonological difficulties and dysfluency.	E	I

	Ability to negotiate and deal with conflict.	E	I
	Ability to work effectively as part of a team including excellent communication, liaison, negotiation, and influencing skills.	E	I
	Ability to present effective verbal and written reports for clients, carers, colleagues and managers.	E	I
	Ability to organise and prioritise own caseload and that of junior therapists, assistants, students and volunteers.	E	I
	Ability to work calmly under pressure and be flexible to demands.	E	I
3. Experience	Evidence of a range of experience working with children with autism.	E	A
	Experience of carrying out assessment and intervention for children with complex needs including children with Down syndrome, Autism and general developmental delay.	E	A
	Experience of prioritisation of therapy and own workload.	E	A
	Experience working collaboratively with colleagues in health and other agencies including education.	E	A
	Experience of planning and delivering training to parents and/or professionals.	E	A
4. Knowledge	Up-to-date knowledge of relevant national policies, legislation and guidance relevant to clinical area.	E	I
	Experience of clinical audit	E	A/I

	<p>and knowledge of clinical governance.</p> <p>Well established knowledge of a range of therapeutic interventions relevant to clinical area.</p> <p>An ability to speak a non-European language – especially Turkish or an African language.</p>	<p>E</p> <p>D</p>	<p>A/I</p> <p>A</p>
5. Other Requirements	<p>To have a strong desire to work with this particular client group e.g. complex needs/autism/dysfluency/speech.</p> <p>To take the majority of leave in school holidays.</p> <p><u>Accountability</u> – Takes responsibility for own actions and promotes good team working.</p> <p><u>Openness</u> – Shares information and good practice appropriately.</p> <p><u>Mutual respect</u> – Treats others with courtesy and respect at all times.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>I</p> <p>I</p> <p>I</p>

* Codes: A = Application Form
I = Interview
T = Test
Date: April 2024