

PERSON SPECIFICATION

OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'

Job/Position Title:	Adult Speech & Language Therapist
Department/Location:	Adult Community Speech & Language Therapy - South East Essex
Grade/Band:	Band 7

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment - AS
Education/Qualifications			AF/IN/AS
<ul style="list-style-type: none"> Recognised Speech and Language Therapy Degree qualification or equivalent 	✓		AF/IN
<ul style="list-style-type: none"> Health & Care Professions Council registration number 	✓		AF/IN
<ul style="list-style-type: none"> Completion of RCSLT dysphagia competencies 	✓		AF/IN
<ul style="list-style-type: none"> Registered Member of Royal College of Speech and Language Therapists 		✓	AF/IN
<ul style="list-style-type: none"> Successful completion of a post-basic dysphagia course recognised by the RCSLT 		✓	AF/IN

Knowledge			AF/IN/AS
<ul style="list-style-type: none"> • Specialist knowledge of assessment tools and therapeutic interventions relevant to acquired and progressive neurological speech and language disorders in adults 	✓		AF/IN
<ul style="list-style-type: none"> • Specialist knowledge of assessment tools and therapeutic interventions relevant to acquired and progressive neurological swallowing disorders in adults 	✓		AF/IN
<ul style="list-style-type: none"> • Knowledge of national policies, procedures and current research relevant to all specialist caseloads 	✓		AF/IN
<ul style="list-style-type: none"> • Knowledge of cultural and linguistic issues in working with a multi-cultural caseload 		✓	AF/IN
<ul style="list-style-type: none"> • Awareness of the principles of clinical governance /audit 	✓		AF/IN
<ul style="list-style-type: none"> • Awareness of the roles of other professionals 	✓		AF/IN

<ul style="list-style-type: none"> • Awareness of standards of record keeping and confidentiality 	✓		AF/IN
<p>Skills/Experience</p> <ul style="list-style-type: none"> • At least 3 years' experience working with specialist adult caseload, managing swallowing disorders and communication issues • Experience working as part of a multidisciplinary team and good team working skills • Experience supporting and supervising less experienced therapist, students and other clinical staff • Excellent interpersonal skills – including sensitivity, observation, listening and empathy skills • Good time-management skills and ability to support others in this 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>AF/IN/AS</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p>

<ul style="list-style-type: none"> • Negotiation and problem-solving skills • Good analytical and reflection skills • Good presentation skills, both written and verbal • Ability to work independently and to take initiative • Ability to acknowledge need for, and seek support • Ability to prioritise workload demands • Ability to act on own initiative e.g. responding to an emergency situation 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ 		<p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p>
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Shares the Trust's Beliefs and models this in their attitude and behaviour • Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others 	<ul style="list-style-type: none"> ✓ ✓ 		<p>AF/IN/AS</p> <p>IN</p> <p>IN</p>

<p>every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate</p>			
<p>Corporate</p> <ul style="list-style-type: none"> • Full UK Drivers Licence • Ability to Travel across Trust sites as required 	<p>✓</p> <p>✓</p>		<p>AF/IN/AS</p> <p>AF/IN</p> <p>AF/IN</p>