

**Person Specification**

**POST: Specialist Speech and Language Therapist (ALD and paediatric special needs )  
Band 6**

| COMPETENCY REQUIREMENT<br>FOR THIS POST                |  | NHS KSF DIMENSION   |           | HOW TESTED                     |
|--|--|---|-----------|--------------------------------|
|  |  | Essential   | Desirable |                                |
| <b>Qualifications</b>                                  | Recognised Speech and Language Therapy Degree Qualification ( or equivalent)                         | ✓   |           | Application form               |
|  | Degree level 2:1 or above  |   | ✓         | Application form               |
|  | Registered Member of Royal College of Speech and Language Therapists                                 | ✓   |           | Application form               |
|  | Health Professions Council Licence to Practice   | ✓   |           | Application form               |
| <b>Experience</b>                                      | Assessment skills for SLCN in Adult LD   | ✓   |           | Application form               |
|  | Assessment skills for SLCN in paediatric special needs   |   | ✓         | Application form               |
|  | Confident with training others   | ✓   |           | Application form               |
|  | Knowledge and skill in providing evidence – based interventions for ALD and paediatric special needs |   | ✓         | Application form               |
|  | Paediatric/adult dysphagia skills  |   | ✓         | Application form               |
|  | Work within the principles of empowerment and personalised care                                      | ✓   |           | Application form and interview |
|  | Understanding of the code of practice in relation to EHC plan contributions                          |   | ✓         | Application form               |
| <b>NHS KSF Core Dimensions &amp; Level Descriptors</b> |  |   |           |                                |
| <b>1.</b>  | <b>Communication</b>   | Develop and maintain communication with people about difficult matters and/or in difficult situations | Level 3   | Application form and Interview |
| <b>2.</b>  | <b>Personal &amp; People Development</b>   | Develop oneself and contribute to the development of others   | Level 3   | Application form and Interview |
| <b>3.</b>  | <b>Health Safety &amp; Security</b>  | Assist in maintaining own and others' health, safety and security                                     | Level 1   | Interview                      |
| <b>4.</b>  | <b>Service Improvement</b>   | Contribute to the improvement of  | Level 2   | Application form               |

|   |  |  |   |                                |
|---|--|--|---|--------------------------------|
|   |  | services   |   | and Interview                  |
| 5.  | Quality  | Maintain quality in own work and encourage others to do so   | Level 2   | Application form and interview |
| 6.  | Equality & Diversity                             | Support equality and diversity   | Level 2   | Interview                      |
| <b>Other KSF dimensions required for the post &amp; Level Descriptors</b> |  |  |   |                                |
| HWB4  | Enablement to address health and wellbeing needs | Empower people to realise and maintain their potential in relation to health and wellbeing   | Level 4   | Interview                      |
| HWB6  | Assessment and treatment planning                | Assess complex SLCN and develop, monitor and review related treatment plans  | Level 4   | Interview                      |
| HWB7  | Interventions and treatment                      | Plan, deliver and evaluate interventions and/or treatments when there are complex issues   | Level 4   | Interview                      |
| G2  | Development and innovation                       | Appraise concepts, models, methods, practices, products and equipment developed by others  | Level 1   | Interview                      |
| <b>Other essential general requirements of the post</b>                   |  |  |   |                                |
| <b>Workload</b>   |  | Ability to work flexibly in a range of settings and use IT to support working in different locations.  | Interview   |                                |
|   |  | Evidence of highly developed time management, organisational skills and ability to work under pressure   | Interview   |                                |
|   |  | Ability to independently manage and prioritise a caseload  | Interview   |                                |
| <b>Travel</b>   |  | Has use of a car and able to travel across Milton Keynes as required   | Application Form & Interview                              |                                |
| <b>Communication</b>  |  | Excellent communication skills with the ability to relate and interact with Service Users and their carers with ease, be able to overcome communication barriers and display sensitivity to social, cultural and economic issues, taking the wider needs of the Service User and family into account | Application Form & Interview<br>Possible visit to setting |                                |
| <b>Trust values</b>   |  | Able to demonstrate CNWL trust values  | Application form  |                                |
| <b>Influencing</b>  |  | Demonstrable ability to influence the practice of others to accommodate and address SLCN within service organisation and delivery  | Application Form & Interview                              |                                |
| <b>Clinical management</b>  |  | Evidence of the ability to identify clear outcomes and action plans for the involvement of SLT with individuals and settings   | Application Form & Interview                              |                                |
| <b>Clinical assessment and diagnosis</b>                                  |  | Specialist knowledge in the differential diagnosis and management of paediatric Autism Spectrum Condition  | Application Form & Interview                              |                                |
| <b>Clinical evidence base knowledge</b>                                   |  | Understanding of the current intervention evidence base relating to paediatric SLCN  | Application Form & Interview                              |                                |
| <b>Service development</b>  |  | Evidence of contribution to service development in this or other areas of practice   | Application Form & Interview                              |                                |