**Person Specification**

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| Job title: | Speech & Language Therapist (SLT): band 5 |
| Department: | Speech and Language Therapy team |

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| **Specification** | **Essential** | **Desirable** |
| **Qualifications** | Recognised Speech and Language Therapy Degree Qualification or equivalent  Health Professions Council – Licence to Practice  Registered Member of Royal College of Speech and Language Therapists | Post graduate training in Dysphagia |
| **Experience and knowledge** | Knowledge of potential communication and dysphagia difficulties associated with the Learning Disability population  Awareness of different approaches when working with adults and children of all ages.  Relevant experience of working as a SLT at undergraduate/post graduate level  Knowledge of assessment tools and a range of appropriate therapeutic interventions relevant to the client group  Knowledge of national policies and procedures relevant to the client group  Awareness of the principles of clinical governance  Awareness of the roles of other professionals (relevant to the client group)  Knowledge of Makaton and use of Alternative and Augmentative Communication systems  Awareness of Autism, Learning disability and complex communication | Experience of using Alternative and Augmentative Communication systems to maximise clients’ communication potential  Experience of working with Therapy Assistants  Experience or knowledge of factors influencing work as an SLT within a residential setting  Experience, or an understanding of working with people with epilepsy  Experience of training others |
| **Skills and abilities** | Excellent interpersonal skills – including observation, listening, empathy, negotiation and problem-solving skills  Good organisational skills  Highly developed auditory discrimination skills and ability to accurately transcribe speech phonetically  Demonstrates ability to be a good team member  Ability to plan and prioritise own caseload  Able to convey information clearly to patients, carers and other professionals both in verbal and written form.  Good IT skills – Email/ internet, Powerpoint, word, symbol-writing software programmes  Able to demonstrate reflective skills and subsequently influence clinical practice  Manages strong emotions and responds constructively to the source of problems  Shows a realistic appreciation of the challenges of working with children and vulnerable adults with learning disabilities |  |
| **Personal attributes** | Ability to remain calm and communicate effectively in stressful and difficult situations  Ability to work well both within a team and independently with initiative  Assertiveness skills  Enthusiastic and motivating  Ability to be flexible and adapt to changing circumstances  Ability to manage clients with challenging behaviour using appropriate techniques |  |
| **Other requirements** | Appreciates the significance of safeguarding and interprets this accurately for all individual children and vulnerable adults whatever their life circumstances.  Standard phrase about St Elizabeth’s values  Subject to DBS |  |