**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 equivalentHealth Professions Council – Licence to PracticeRegistered 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 populationAwareness of different approaches when working with adults and children of all ages. Relevant experience of working as a SLT at undergraduate/post graduate levelKnowledge of assessment tools and a range of appropriate therapeutic interventions relevant to the client groupKnowledge of national policies and procedures relevant to the client groupAwareness of the principles of clinical governanceAwareness of the roles of other professionals (relevant to the client group)Knowledge of Makaton and use of Alternative and Augmentative Communication systemsAwareness of Autism, Learning disability and complex communication  | Experience of using Alternative and Augmentative Communication systems to maximise clients’ communication potentialExperience of working with Therapy AssistantsExperience or knowledge of factors influencing work as an SLT within a residential settingExperience, or an understanding of working with people with epilepsyExperience of training others |
| **Skills and abilities** | Excellent interpersonal skills – including observation, listening, empathy, negotiation and problem-solving skillsGood organisational skillsHighly developed auditory discrimination skills and ability to accurately transcribe speech phoneticallyDemonstrates ability to be a good team memberAbility 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 programmesAble to demonstrate reflective skills and subsequently influence clinical practiceManages strong emotions and responds constructively to the source of problemsShows 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 situationsAbility to work well both within a team and independently with initiativeAssertiveness skillsEnthusiastic and motivating Ability to be flexible and adapt to changing circumstancesAbility 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 valuesSubject to DBS |  |