

Employee Specification – Speech & Language Therapist

Detailed below are the types of skills, experience and knowledge that are required of applicants applying for the post. The 'Essential' requirements indicate the minimum requirements, and applicants lacking these attributes will not be considered for the post. The points detailed under 'Desirable' requirements are additional attributes to enable the applicant to perform the position more effectively or with little or no training. They are not essential but may be used to distinguish between acceptable candidates.

				KEY			
				A	= Application		
				SP	= Selection Process		
Person Specification	Essential	Desirable	Method of Assessment				
Skills							
Current and valid Driving Licence		✓					
Effective relationships with learners, parents and staff	✓			A & SP			
Ability to challenge and inspire colleagues to achieve outstanding practice	✓			A & SP			
Effective organisational skills	✓			A & SP			
Ability to manage projects and resources effectively	✓			A & SP			
Ability to work on own initiative and as part of a team	✓			A & SP			
Develop and maintain communication with people on complex matters, issues and ideas and/or complex situations		✓		A & SP			
Evidence of involvement in service development/ improvement.		✓		A & SP			
Knowledge / Qualifications							
Excellent IT skills.	✓			A & SP			
Excellent communication skills along with good reading, writing and numeracy skills	✓			A & SP			
Understanding of theories of best practice.	✓			A & SP			
Evidence of collaborative practice within multidisciplinary teams and education	✓			A & SP			
Qualification in Speech and Language Therapy recognised by the Royal College of Speech and Language Therapists.	✓			A & SP			
HCPC registration	✓			A & SP			
Makaton		✓		A & SP			
Use of Augmentative of Alternative Communication (AAC)	✓			A & SP			
Evidence of advanced communication training/experience with the client group, e.g. Intensive Interaction.	✓			A & SP			
Experience							
Experience of working with learners with SEND with a range of communication needs	✓			A & SP			
Behavioural and other related Characteristics							
Emotional resilience and ability to work under pressure.	✓			A & SP			

Excellent record of attendance	✓		A & SP
Good health record	✓		A & SP
Willing to abide by the Council's Equal Opportunities Policy in the duties of the post, and as an employee of the Council.	✓		A & SP
Willing to carry out all duties having regard to an employee's responsibility under the Council's Health and Safety Policies	✓		A & SP
To display a responsible and co-operative attitude to working towards the achievement of the service area aims and objectives	✓		A & SP
Ability to work under pressure and prioritise effectively.	✓		A & SP
Commitment to maintaining confidentiality at all times.	✓		A & SP
Commitment to learner-centred, non-discriminatory practice	✓		A & SP
Commitment to safeguarding and equality.	✓		A & SP
Commitment to personal development and learning.	✓		A & SP