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**Speech and Language Therapist**

**Job Description**

**The Role of a Speech and Language Therapist**

To take responsibility for the provision of a Speech and Language Therapy service for a defined specialist client-group, utilising specialist skills through experience.

To manage a caseload of clients with complex needs and differential diagnosis, using evidenced based practice/client-based principles to assess, plan, formulate, implement and evaluate interventions in a variety of settings (individually and/or in groups and as part of a multidisciplinary team).

To supervise and mentor others, providing support and development, including supervision and continuing professional development to Speech and Language Therapy assistants, where applicable, and providing training to the wider staff team.

**Summary of Responsibilities**

1. Clinical: To deliver a clinical service for a complex client group, using a range of skills and knowledge in assessment and intervention methods within a coherent framework that draws upon Speech and Language Therapy theory and evidence. This includes the setting of SMART targets and using appropriate outcome measures to evaluate the effectiveness of interventions.
2. Clinical: To plan, design and deliver teaching/ training to staff at the site and service level, under the guidance of a highly specialist Speech and Language Therapist
3. Professional: To contribute towards the planning, development and evaluation of the Speech and Language Therapy service within a designated area/team, conducting clinical audits and research, demonstrating awareness of national and local legislation, and actively contributing towards internal and external clinical governance processes.
4. Professional: To contribute towards the management of the Speech and Language Therapy service, supervising and supporting Speech and Language Therapy assistants where applicable, and support staff in their application and use of Speech and Language Therapy skills and practices,
5. Professional: To support public relations and marketing activities across the service, assisting management in developing healthy constructive relationships with regulatory bodies and funders.
6. Professional: To demonstrate a professional and ethical value base, as set out in the RCSLT Code of Ethics and HCPC Standard of Conduct, Performance and Ethics.
7. Professional: To contribute towards collaborative working across the local team, developing joint interventions and taking into consideration all areas of need of both clients and staff
8. Personal: To work independently, under the off-site supervision of a highly specialist Speech and Language Therapist, managing a complex client group, demonstrating effective time management and organisational skills, and proactively seeking out additional support
9. Personal: To be responsible for managing own CPD, actively seeking out opportunities and regularly attending CPD events, both internal and external where possible, demonstrating development in clinical, professional and personal skills, critically reflecting on own practice
10. Personal: To communicate effectively, adapting style to diversity of audience, demonstrating skill in both written and verbal communication, contributing within internal meetings as required and working effectively in the multi-disciplinary team.

**General**

1. To attend for work reliably and punctually and to follow a work pattern as required to fulfil the role which may include working overtime if the need arises.
2. To know where to access Cambian Group policies, to keep yourself up to date with all procedures and policy changes and to be aware of and follow their contents
3. To remain vigilant and do everything possible to protect individuals in our care and others from abuse of a physical, emotional, sexual, neglectful, financial or institutional nature. This includes an absolute requirement to manage/investigate any incident of this nature you witness, that is brought to your attention, or you suspect.
4. To develop own practice through the supervision and appraisal process, ensuring your continuous professional development needs are identified and addressed.
5. Use an appropriate level of confidentiality where personal information is involved with regard to both individuals in our care and employees.
6. To ensure that people with whom you have contact have equal opportunities, to acknowledge their individual differences and uphold their rights and responsibilities, including the right not to be discriminated against, as set out in law and by Cambian Group policies.
7. To contribute fully to effective team working by striving to build and maintain positive relationships.
8. To carry out, as and when required, any additional tasks and responsibilities as are reasonably compatible with this job description and its objectives.

**Health and Safety**

1. To contribute to and oversee the maintenance of safe and secure learning and care environments. This includes taking the appropriate action in the event of an emergency.
2. A duty exists (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, to evaluate and take action to reduce the risks. It is expected that you comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk.

**Safeguarding**

It is everyone’s responsibility to ensure that everything possible is done to protect individuals in our care from abuse of a physical, sexual, neglectful, financial or institutional nature.  This includes an absolute requirement to report any incident of this nature you witness, hear about or suspect

The contribution of this role:

* The way in which this role is carried out will have a direct and highly significant effect on the quality of the entire service provided by the company, and bear directly on how well-equipped teams feel to carry out the jobs they are employed to do.
* You will therefore be making a very important contribution to other employees, to matters affecting individuals in our care and their experience with us, and to the reputation and achievements of all establishments and the Cambian Group as a whole.

**Speech and Language Therapist**

**Person Specification**

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| **Dimension** | **Required** | **Desirable** | **Method of Assessment** |
| Need to Have (Functional) | Diploma / Degree in Speech and Language Therapy |  | Application/Certificate |
| Current State Registration Certificate with HCPC and membership of professional body |  | Application and Certificate |
| Practice Placement qualification or willing to work towards (university accredited) within 12 months of appointment. To regularly supervise students on Practice Placement. | Practice Placement qualification | Application and Interview |
| Post-graduate training within specialism |  | Application and Interview |
| At least 2 years post-graduate work experience | 3 years post-graduate experience | Application |
| At least 12 months experience in specialism | 18 months within specialism | Application and Interview |
| Very good computer literacy skills, i.e. PPT, Excel, Word |  | Application |
| Professional report-writing skills |  | Application |
| Need to Know (Technical) | Demonstrate solid understanding of service (e.g.Intellectual Disabilities, Paediatrics, PMLD) |  | Application and Interview |
| Knowledge of current and specific legislation (e.g. Mental Health Act / Children’s Act / ID legislation) |  | Application and Interview |
| Excellent understanding of core Speech and Language Therapy skills and current best practice in Speech and Language Therapy and specific service. |  | Interview |
| Good understanding of specialism, e.g. PMLD, Paediatrics, Autism, Learning Disability |  | Application and Interview |
| Knowledge of current assessment, intervention and outcome measurement within specialism | Knowledge of a wide range of assessment tools and outcome measures within specialism | Application and Interview |
| Need to do (Vocational) | To regularly support the wider team in their knowledge and use of Speech and Language Therapy principles | Experience in supervision of Speech and Language Therapy assistants/other staff | Application and interview |
| Attend and contribute to internal meetings |  | Interview, application |
| Attend internal and external CPD requirements and opportunities. Take the lead in own CPD, maintaining log, actively seeking this out. |  | Application and interview |
| Write clear, professional and concise reports |  | Application |
| Complete wide range of clinical interventions to enhance functional performance | Experience in designing a service/ implementing new types of interventions | Application and interview |
| Support and contribute towards collaborative working with other disciplines to enhance care of clients |  | Application and Interview |
| Regularly review effectiveness of interventions using evidence-based and client-centred practice | Experience in using outcome measures | Application and Interview |
| Audit the service to identify the broader impact of interventions, informing and shaping future practice | Previous auditing experience / research | Application and Interview |
| Work autonomously, on a day-to-day basis, under the supervision of a consultant Speech and Language Therapist based off-site. |  | Interview |
| Need to be (Behavioural) | Demonstrate good communication and Interpersonal skills, maintaining a positive approach, handling difficult situations effectively and being solution-focused | Experience in handling complex communication situations, resolving conflicts | Interview |
| Demonstrate empathy, sensitivity and self-reflection, thinking critically to evaluate own practice | Experience in encouraging and developing self-reflection in others | Interview |
| Remain calm in challenging situations, and work under pressure |  | Interview |
| Demonstrate non-discriminatory practice in all aspects of work. |  | Interview |
| Demonstrate effective motivation & team-working/collaboration with others, providing constructive feedback when required |  | Application and interview |
| Flexible, and adaptable, able to compromise, accepting constructive advice |  | Interview |
| Professional in presentation and conduct to promote public relations and marketing of the service |  | Interview |

Employee…………………………………………………………..Date………………………………………

Head of Department………………………………………………………..Date…………………………………………