



Person Specification – Band 6 / 7 –Specialist / Highly Specialist SLT

AREA	ESSENTIAL	DESIRABLE	DEMONSTRATED: On application form (A), at Interview (I) or other (O)
Qualifications & Formal Training	Recognised SLT Degree Qualification or equivalent	Part 1,2 and 3 in Working with Deaf people	A
	Current registration with Health Professions Council – Licence to Practice as an SLT	Advanced Clinical Skills (ACS) in Deafness	A
	Current registration with relevant professional body	Previous experience in Deafness in any setting	A
	An interest in learning BSL; Level 1 BSL	British Sign Language (BSL) level 2 or above	A & I
Knowledge & Previous Experience	Post-graduate experience in relevant clinical areas- minimum 4 years	Experience of working with children and families e.g. in an educational setting	A & I
	Evidence of up-to-date professional portfolio demonstrating reflective learning		I
	Evidence of completion of relevant short-courses and/or post-graduate training		A
	Experience of operational caseload management within relevant clinical area	Experience of seeing a range of clients through from admission to discharge	A & I



	Knowledge of national health, education and children's services agendas in the UK		A & I
	Evidence of working collaboratively within a team; within and outside the organisation		A & I
	Knowledge of a range of clinical areas	Highly specialised knowledge of clinical area	A & I
	Experience of planning and running group, individual and consultative interventions		A & I
Communication: KSF Level:	Ability to use information technology for: email communication; data collection; notes, report writing and other day-to-day administration tasks		A & O
	Demonstration of presentation skills e.g. case presentation, team meetings	Experience of planning and delivering training to a range of professionals	A & I & O
	Ability to communicate effectively with others using active listening skills, non-verbal communication and establishing a rapport.		I
	Be able to provide, receive and document information that may be highly complex, sensitive or antagonistic within professional standards		A & I & O



	Ability to use strategies, including negotiation, for managing conflict and difficult situations; where resolutions are not easily achievable		A & I
	Ability to communicate information to others where there may be barriers to understanding		A & I
	Ability to anticipate barriers to communication and be proactive in seeking out different styles and methods of communicating		I
Personal & People Development KSF Level:	Ability to work autonomously on a day to day basis whilst retaining accountability to the service		A & I
	Demonstration of ability to give and receive supervision, evaluate and give feedback to others		A & I & O
	Support others in managing complex/emotional situations		
	Ability to evaluate and reflect on own practice and experience		A & I & O



	Ability to identify own learning needs utilising the appraisal process and in line with personal and SIP needs		I & O
Health, Safety & Security KSF Level:	Awareness of national regulations for data protection, record keeping and confidentiality		A & I
	Understanding of own responsibilities in relation to health and safety		A & I
	Identify and carry out risk assessments, with support, where required within work area		A & I
Service Improvement KSF Level:	Ability to demonstrate a link between own professional development and the service		A & I & O
	Ability to adapt practice in line with agreed local policies, service developments and reflective practice		A & I & O
	Identify service needs within area of work requiring audit/analysis with a view to improving quality of care		A & I & O
	Seeks users views to contribute to service planning		I & O



		Organises and participates in audit process and other service evaluation	A & I & O
	Makes innovative use of resources and is aware of constraints		A & I
	A commitment to a development of multidisciplinary and multiagency working in line with the Every Child Matters Agenda		A & I
Quality KSF Level:	Understanding of a broad range of evidence based practice within relevant area	Contributing to evidence-base	I & O
	Demonstrates a working knowledge of the clinical governance agenda & its application		A & I & O
Equality & Diversity KSF Level:	Awareness of the psychological and social factors of dysfunction and disability and their impact on the child and family		A & I
	Share the values vision and commitment of the team and respect and value other members' skills		A & I
Other KSF Dimensions:	Well-established knowledge of a range of standardised and functional assessment tools relevant to the client group or clinical area		A & I



	Ability to use clinical reasoning skills to analyse and interpret assessment findings and plan and evaluate an intervention programme		A & I & O
	Knowledge of appropriate therapeutic interventions related to the client group		A & I
	Understanding the role of other professionals related to the client group		A & I
Personal Qualities	Flexibility and able to adapt to different demands and situations and the ability to work under pressure		A & I
	Ability to prioritise workload and responsibilities appropriately		A & I
	Demonstrates a personal interest and enthusiasm about working with children and families		I
	Ability to be innovative and to use initiative to develop professional practice		A & I



	Able to remain focussed throughout intervention sessions and pay attention to the environment and child's responses		I & O
	Specific physical, auditory and visual skills required for the post		O