**Person Specification - Highly Specialist SLT**

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| **AREA** | **ESSENTIAL**  | **DESIRABLE** | **DEMONSTRATED: On application form (A), at Interview (I) or other (O)** |
| Qualifications & Formal Training  | Recognised SLT Degree Qualification or equivalent | British Sign Language (BSL) level 1 or above | A |
| Current registration with Health Professions Council – Licence to Practice as an SLT | Short courses/ post graduate qualifications or work experience related to SCLN, AAC and/or Dysphagia e.g. ELKLAN; Shape coding; Colourful Semantics; Cued Articulation; Visual Phonics; PECS; SCERTS; TEACCH; Attention Autism.  | A & I |
| Current registration with the RCSLT  | Membership of SIGS related to SCLN & / AAC & / Dysphagia | A |
| Previous Experience | You will require a minimum of 5 years’ experience as an SLT  | Experience of working with children and families | A & I  |
| Relevant specialist experience post qualification | Experience of working with primary/secondary students in an education setting. | A & I |
| Evidence of completion of relevant short-courses and/or post-graduate training  | Previous experience in SCLN in any setting | A |
| Experience of operational caseload management within relevant clinical area | Experience of seeing a range of clients through from admission to discharge | A & I |
| Clinical Knowledge and Skills | Evidence of up-to-date professional portfolio demonstrating reflective learning  |  | I |
| Ability to evaluate and reflect on own practice and experience |  | A & I & O |
| 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/s | A & I |
| Experience of planning and running group, individual and consultative interventions |  | A & I |
| Knowledge of national health, education and children’s services agendas in the UK |  | A & I |
| Excellent interpersonal skills- including observation, listening and empathy skills, and ability to consider cultural diversity | Courses or qualifications linked to counselling, CBT and/or other relevant training / personal / professional experience.  | A & I |
| Communication and Interpersonal Skills  | 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 |
| Ability to use strategies, including negotiation, for managing conflict and difficult situations; where resolutions are not easily achievable |  | A & I |
| Excellent organisation and prioritisation skills |  | A & I  |
| Demonstration of ability to be a good team member and assume leadership responsibilities | Specific courses / previous experience linked to leadership/teamwork | I |
| 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 |
| Ability to work collaboratively within a variety of teams and organisations |  |  |