

**PERSON SPECIFICATION**  
**Speech and Language Therapist (Band 5)**

**Criteria required for this post**

| ESSENTIAL                                                                                          |                               |               |  | DESIRABLE                         |                               |               |  |
|----------------------------------------------------------------------------------------------------|-------------------------------|---------------|--|-----------------------------------|-------------------------------|---------------|--|
| Requirement                                                                                        | How Identified                | Met<br>Yes No |  | Requirement                       | How Identified                | Met<br>Yes No |  |
| EDUCATION, TRAINING AND QUALIFICATIONS                                                             |                               |               |  |                                   |                               |               |  |
| Degree in Speech and Language Therapy                                                              | Application form Certificates |               |  | Membership of RCSLT               | Application form Certificates |               |  |
| Registered with the HCPC                                                                           | Application form Certificates |               |  |                                   |                               |               |  |
| KNOWLEDGE & EXPERTISE                                                                              |                               |               |  |                                   |                               |               |  |
| Awareness of speech and language therapy outcome measures                                          | Application form Interview    |               |  | Experience of delivering training | Application form Interview    |               |  |
| Awareness of models of practice and assessment tools relevant to Autism                            | Application form Interview    |               |  |                                   |                               |               |  |
| Awareness of evidence-based practice and how to apply to clinical setting                          | Application form Interview    |               |  |                                   |                               |               |  |
| Understanding of Autism                                                                            | Application form Interview    |               |  |                                   |                               |               |  |
| Awareness of current legislation and professional ethics and their application in clinical setting | Application form Interview    |               |  |                                   |                               |               |  |

|                                                           |                            |  |  |  |  |  |  |
|-----------------------------------------------------------|----------------------------|--|--|--|--|--|--|
| Basic knowledge of the principles of clinical governance  | Application form Interview |  |  |  |  |  |  |
| Awareness of health and safety and risk assessments       | Application form Interview |  |  |  |  |  |  |
| Ability to reflect and initially appraise own performance | Application form Interview |  |  |  |  |  |  |

| <b>EXPERIENCE</b>                                                                                                                                   |                                       |  |  |                                                                              |                            |  |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|--|--|------------------------------------------------------------------------------|----------------------------|--|--|
| Evidence of continuing professional development                                                                                                     | Application form Interview            |  |  | Experience of working in a educational setting with young people with Autism | Application form Interview |  |  |
| Experience of working in an interdisciplinary team                                                                                                  | Application form Interview            |  |  | Experience of working with people with challenging behaviours                | Application form Interview |  |  |
|                                                                                                                                                     |                                       |  |  |                                                                              |                            |  |  |
| <b>SKILLS, ABILITIES AND PERSONAL ATTRIBUTES</b>                                                                                                    |                                       |  |  |                                                                              |                            |  |  |
| IT skills including the ability to open and send emails using Outlook, the ability to use Microsoft office and the ability to navigate the internet | Application form Interview<br>IT Test |  |  | Ability to present information to wider groups                               | Application form Interview |  |  |
| Ability to build effective team relationships                                                                                                       | Application form Interview            |  |  |                                                                              |                            |  |  |
| Good interpersonal skills                                                                                                                           | Application form Interview            |  |  |                                                                              |                            |  |  |
| Clear, effective verbal and written communication skills                                                                                            | Application form Interview            |  |  |                                                                              |                            |  |  |

|                                                    |                            |  |  |  |  |  |  |
|----------------------------------------------------|----------------------------|--|--|--|--|--|--|
| Ability to manage own time and prioritise workload | Application form Interview |  |  |  |  |  |  |
| Actively seeks supervision and support             | Application form Interview |  |  |  |  |  |  |
| Ability to be flexible and adaptable               | Application form Interview |  |  |  |  |  |  |
| Ability to use own initiative                      | Application form Interview |  |  |  |  |  |  |
| <b>OTHER REQUIREMENTS</b>                          |                            |  |  |  |  |  |  |
|                                                    |                            |  |  |  |  |  |  |