PERSON SPECIFICATION
Speech and Language Therapist (Band 6)

HEATHERMOUNT SCHOOL

Criteria required for this post

ESSENTIAL				**DESIRABLE**			
Requirement	*How Identified*	**Met Yes**	**No**	*Requirement*	*How Identified*	**Met 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							
Knowledge of speech and language therapy outcome measures	Application form Interview			Experience of delivering training	Application form Interview		
Knowledge of models of practice and assessment tools relevant to discipline & clinical area	Application form Interview						
Knowledge of evidence-based practice and how to apply to clinical practice.	Application form Interview						
Ability to organise and respond efficiently to complex information	Application form Interview						
Knowledge, understanding and experience of working with young people with Autism	Application form Interview						

Experience of working individually as well as in groups	Application form Interview						
Awareness of current legislation and professional ethics and their application in practice	Application form Interview						
Knowledge of the principles of clinical governance	Application form Interview						
Knowledge of health and safety and risk assessments.	Application form Interview						
Ability to reflect and appraise own performance	Application form Interview						

EXPERIENCE							
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		
Minimum of 2 years post registration experience including education settings, inpatient or community rehabilitation or 4+ years post registration experience in an alternative clinical setting	Application form Interview			Experience of supporting other team members, e.g. conflict resolution	Application form Interview		
Experience of supervising others (e.g. less experienced therapists)	Application form Interview			Service development	Application form Interview		
				Experience of delivering training	Application form Interview		

SKILLS, ABILITIES AND PERSONAL ATTRIBUTES							
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 IT Test			Experience managing and leading a small team	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						
An understanding and commitment to Equality, Diversity & Inclusion and an alignment to the school's values.	Application form Interview						
OTHER REQUIREMENTS							
Ability/willingness to travel and stay overnight to meet the operation need.	Application form Interview						