



Person Specification

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| Post: Speech & Language Therapist (Basic Grade) | | Date Updated February 2024 |
| | Essential Criteria | Desirable Criteria |
| Qualifications & Experience | <ul style="list-style-type: none"> Be registered, or be eligible for registration, as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU (https://www.coru.ie/) <p style="text-align: center;">And</p> <ul style="list-style-type: none"> Candidates must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office <p style="text-align: center;">And</p> <ul style="list-style-type: none"> Provide proof of Statutory Registration on the Speech & Language Therapist Register maintained by the Speech & Language Therapists Registration Board at CORU <u>before a contract of employment can be issued.</u> <p><u>Annual Registration:</u></p> <ul style="list-style-type: none"> On appointment, practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU <p style="text-align: center;">And</p> <ul style="list-style-type: none"> Practitioners must confirm annual registration with CORU to Enable Ireland <p style="text-align: center;">And</p> <ul style="list-style-type: none"> Be eligible to work in the state Valid driving licence for within the state / jurisdiction with access to own transport in order to deliver | <ul style="list-style-type: none"> Experience working with children with disabilities and complex needs Postgraduate experience and/or training working with children with Feeding, Eating, Drinking & Swallowing (FEDS) needs. Experience in conducting Assessment of Need assessments Experience in augmentative and alternative communication (AAC). Experience in working with children on the Autism Spectrum Experience of working with children with disabilities. |

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| | services across a large geographical area | |
| CORE COMPETENCIES | | |
| Planning & Organising of Activities & Resources | <ul style="list-style-type: none"> • Organise their work load in a team environment to include the scheduling and carrying out of assessments, interventions, diagnosis and administration as part of a caseload management process. • Ensure an acceptable overall level of performance as a basic therapist. | <ul style="list-style-type: none"> • Awareness of resource management |
| Professional Development & Standards in the Service | <ul style="list-style-type: none"> • Have an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Demonstrates sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of the relevant caseload • Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality. • Demonstrate a clear understanding of the Bio Psycho Social model of disability and a Person Centred approach in the delivery of services to people with disabilities. • Evidence of commitment to continuous professional development • Broad knowledge of Progressing Disability Services for Children and Young People Programme • Broad knowledge of Enable Ireland services | <ul style="list-style-type: none"> • Experience of working with other team members • Knowledge of assessment of need process |
| Integrity & Decision Making | <ul style="list-style-type: none"> • Make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made. | <ul style="list-style-type: none"> • Presentation skills |

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| Service Delivery & Initiative | <ul style="list-style-type: none"> • Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis | |
| Building & Maintaining Working Relationships | <ul style="list-style-type: none"> • Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Demonstrate competency in written and verbal communication skills | |
| Team Working | <ul style="list-style-type: none"> • Realise the importance of teamwork and how as a team member their contribution is effective. • Build credibility and portray the profession in a positive light by being professional and well informed to achieve results and improve the service. • Excellent interpersonal and communication skills | |
| Special Aptitudes | <ul style="list-style-type: none"> • Innovative and creative. • Flexibility, adaptability and openness to change. • Ability to deliver service across large geographic area. • Proactive approach to work • Ability to work across teams/services. • Shows initiative and determination. | <ul style="list-style-type: none"> • Ability to work in an interdisciplinary team and across teams. |