



PERSON SPECIFICATION

Post: Basic Grade Speech & Language Therapist

Updated: March 2019

FACTORS	ESSENTIAL	DESIRABLE
A. QUALIFICATIONS AND EXPERIENCE	<ul style="list-style-type: none"> • A recognised validated University Degree or Diploma or an equivalent qualification in Speech & Language Therapy. • Be eligible to work in the state. • Registered with CORU • Post or under-graduate experience in paediatric disability setting. 	<ul style="list-style-type: none"> • Interdisciplinary team working. • Experience in 0-6 years age group. • 1 year recent experience working as an SLT with children. • Any relevant post graduate training specific to child disability services. • Experience in conducting Assessment of need. • Paediatric Dysphagia Qualification
B. ORGANISATIONAL AND PROFESSIONAL KNOWLEDGE	<ul style="list-style-type: none"> • Demonstrate a professional reasoning and behaviour with an understanding of the role of the Speech & Language Therapist. • Demonstrate an ability to work as part of an inter and transdisciplinary team. • Demonstrate a clear understanding of the social model of disability and a Person Centred approach in the delivery of services to people with disabilities. • Broad knowledge of the Enable Ireland organisation and the specific job area. • Good knowledge of the disability sector. • Knowledge of theory and frameworks of speech and language therapy, assessment procedures, diagnostic procedures and intervention methods 	<ul style="list-style-type: none"> • Experience of working with other team members. • Experience of the wider health system • Knowledge of Inter/transdisciplinary working. • Experience/knowledge of, and interest in assistive and augmentive communication, and/or eating/drinking difficulties. • Knowledge of assessment of need process.

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	<p>applicable to children with disability 0-6 years.</p> <ul style="list-style-type: none"> Evidence of commitment to Continuous Professional Development. 	
<p>CORE COMPETENCIES</p> <p>C. Planning & organising of activities and resources.</p> <p>D. Professional development and standards in the service.</p>	<p>The post holder will demonstrate an ability to:</p> <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. 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 0 – 6 generic service. 	<ul style="list-style-type: none"> Resource management awareness.
<p>E. Integrity and decision making.</p> <p>F. Service delivery and initiative.</p>	<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. Shows evidence of problem solving skills. Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis. Pro-active approach to overall performance. Innovative and creative. Person-centred philosophy. Child and Family focus. 	

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G. Building and maintaining working relationships.	<ul style="list-style-type: none"> ▪ Ability to deliver services across a large geographical area and at multi sites. ▪ Flexibility, adaptability and openness to change. ▪ Willingness to embrace service development and change. ▪ 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. ▪ Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality. 	<ul style="list-style-type: none"> • Presentation skills • Ability to work across teams.
H. 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. ▪ Very good interpersonal and communication skills 	