Job Description Specialist Speech and Language Therapist

Clinical

Job Title	***Specialist Speech and Language Therapist***
Responsible to	*Clinical Director or through delegation to the Lead Clinician for the designated Clinical Multi-disciplinary Team.* *The post is located within a designated service(s) and the post holder is required to ensure their role delivery and activity meets the agreed expectations of the Head of Division*
Responsible for **Key Internal Contacts**	*Speech and Language Therapists and Therapy Assistants - supervision* *Other staff within the Clinical team* *Staff in other departments within the service(s)* *Staff in other services in the Region* *Central Office Staff*
Key External Contacts	*Service User relatives, advocates, and others Placing Authorities and Service Providers* *Registration, Regulatory and Inspection bodies* *Local Services – Statutory, Voluntary and Community* *Neighbours*

JOB ROLE & PURPOSE

This role requires specialist assessment and therapeutic support of children and young people with complex communication and other needs. As a registered practitioner you are personally responsible for your professional practice and maintenance of CPD. You will work closely with your team to create a responsive service in the schools/care homes where you work, and to ensure that wherever possible evidence-based practice is delivered in line with OFG policies and guidelines.

Job Description
Specialist Speech and Language Therapist
Clinical

As part of the multi-disciplinary team, you will provide highly specialist advice, information and training to staff, other members of the multi-disciplinary team and other agencies regarding the scope of SaLT practice when supporting neurodivergent children and young people with multiple, complex and co -occurring needs and often who have diagnoses such as autism, ADHD or dyslexia. This includes individuals who present with behaviours that challenge.

You will have a minimum of 5 + yrs' practicing experience SaLT working in a similar setting with individuals presenting with diverse and complex communication profiles and other needs. You will be required to demonstrate highly developed specialist knowledge and clinical understanding. You will be required to carry out specialist assessment and therapeutic intervention. You will be required to demonstrate advanced practice and evidence study. As a registered clinical practitioner, you will be personally responsible for your self-directed learning and CPD.

You will be required to compile specialist reports and assist with supervision of more junior SaLT's, therapy assistants and students as required. Your clinical duties will include preparing and delivering training, attending study days and forums and completing audits and risk assessments, working within the ethical framework provided by the rules of professional conduct. You will be expected to hold a full case load in a busy service with supervision from a more senior SaLT.

KEY TASK AREAS & RESPONSIBILITIES

Professional and Clinical

- To carry out specialist Speech and Language Therapy (SaLT) assessments on individuals with diverse and complex profiles.
- To understand the barriers to engagement, communication and learning so that goals can be set and individualised intervention programmes put in place and supported.

- To model standards of best practice in line with RCSLT code of conduct, HCPC standards of proficiency and the principles of clinical governance within own professional activities.
- To make sound clinical decisions about intervention by considering relevant history, an individual's holistic profile, relevant evidence-based research, theory, practice and different developmental processes.
- To formulate plans for intervention and programmes to support the specific client groups based on solid SaLT understanding, which employs evidence-based practice and is integrated into the overall education, health & care plans (EHCP).
- To provide specialist expertise in SaLT principles and techniques through advice, supervision and consultation with other members of staff.
- To work independently with own caseload, under guidance of clinical supervisor/clinical lead, to provide direct assessment and independent/group intervention.
  To provide specialist advice, consultation, teaching and training within the service and to external agencies around the scope of SaLT.
- To participate in the process of the screening of referrals that are received by the clinical team and provide feedback.
- To attend and contribute, as a specialist clinician, to multi-disciplinary and multi-agency meetings, which encompasses the education, residential and clinical services, as appropriate and when required. To be responsible for monitoring and evaluating risk to/from the specific client group within own caseload and during advice and consultation offered to others.
- To be able to identify appropriate strategies to enable the individual to develop their communication through reflection of their skills level, task analysis and consideration of the environment.
- To ensure appropriate liaison with professionals from external agencies in relation to shared cases, including agencies working with the specific client groups and their caregivers.
- To communicate and share information in a skilled and sensitive manner with individuals and their families, other professionals and agencies using the highest levels of interpersonal skills in situations which are likely to be highly emotive.

- To ensure that all members of the team have access to a SaLT based framework for the understanding and care of clients, through advice and consultation, clinical supervision and the dissemination of knowledge, research and theory.
- To ensure that standards of excellence are maintained, especially in relation to SaLT programmes and intervention for the individuals within the designated services.
- To participate in the evaluation of clinical work and to contribute to the development of best evidence-based practice for SaLT within OFG.
- To maintain the highest standards of clinical record keeping and report writing, this could be online or written records, specifically determined by the clinical site lead.
- To produce SaLT related risk assessments where required.

Staff

- To support and participate in the recruitment of SaLT's and other staff across the region as requested by the head of clinical operations, clinical locality lead or lead clinician.
- To offer relevant SaLT training, observation, explanation and modelling to staff within the services.
- To raise awareness of company policies, values and mission and any procedures and/or standards set by the regulatory body to staff members.
- To promote teamwork and communication, in accordance with company policy.
- To participate in team meetings, supervisions and annual reviews in accordance with company policy and the standards set by the regulatory body
- To work as a team member and identify opportunities for collaborating with colleagues and sharing the development of effective practice with them.
- To undertake agreed delegated management responsibilities when required, to support the line manager, for example: supervisions, annual appraisals, probation reviews, staff related meetings. Carrying out these duties will be in accordance with company policies and procedures.
- To contribute to the clinical training of students as appropriate and provide formal feedback to the relevant training body.

Teaching, Training and Supervision

- To provide specialist advice, consultation and training to all employees, contributing to the development of effective and properly evaluated ongoing staff development and in-service training.
- To provide specialist presentations, training, advice and consultations to other agencies, as appropriate.
- To continue to develop expertise by completing training, attending clinical supervision and SaLT specific activities within the company such as study days, forums, briefings, and being an active participant in Excellence Network projects and workshops.
- To provide supervision to therapy assistants, NQP's and SaLT's and support their workload where appropriate.

Policy and Service Development

- To contribute to company and SaLT service development, projects, working groups or special interest groups, drawing on the analysis of needs, using evidence-based evaluation of outcomes and following best practice guidelines.
- To participate in and take the lead in multi-disciplinary meetings and generate written reports providing a specialist SaLT perspective, following evidence-based and good practice.

Practice and Ethical Guidelines

- To maintain an up-to-date knowledge of legislation, national and local policies and issues in relation to the specific client group, which will include mandatory training on the company training platform.

To behave in a professional and courteous manner to children and young people, parents, and colleagues alike always and in accordance with the policies of the organisation

- To be accountable for own professional action and recognise own professional boundaries, seeking advice from clinical supervisor/ line manager as appropriate.

- To comply with service standards and practices to ensure that safe practices are always maintained.
- To attend relevant training and development in order to further develop skills and knowledge and maintain up to date HCPC registration.

Administration and IT

- To be competent in the use of basic IT packages, such as Microsoft 365, Zoom.
- To maintain clinical records consistent with the current legislation, company policy and RCSLT.
- To undertake the administrative duties appropriate to your role.
- To be aware of the mechanisms of clinical governance, quality assurance and audit of SaLT services.

Health and Wellbeing

- To be aware of the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.
- To know how to identify potential abuse or neglect and follow safeguarding procedures within your setting/s.
- To know how to identify and support individual's whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.
- To be aware of company employee wellness programme and how to access benefits.

Research and Service Evaluation

- To be an active member of the service training programme by attendance at, and participation in in-service training and SaLT workshops etc where appropriate.

- To undertake the measurement and evaluation of work and current practices using evidence based practice projects, audit and outcome measures.

  To represent a specialist SaLT viewpoint in relation to nationally accepted good practice and to ensure a high level of ethical standards and professional conduct.
- To contribute to professional, academic journals and conferences as a means of developing the service, the evidence-base and disseminating good practice.
- To undertake or support appropriate agreed research within the service.

Effort and Environment

- To be flexible to the demands of the environment, including unpredictable work patterns, deadlines, and frequent interruptions.
- To compile a job plan and gain agreement for it from your line manager.
- To always maintain sensitivity to the emotional needs of the children and young people, their carers' when imparting potentially distressing information regarding the nature of individuals' difficulties and implications of the same.
- To work within company infection control, risk management and Health & Safety guidelines, exercising safety and reporting all hazards and/or remedying them where appropriate.

General

- To ensure awareness that the service operates to agreed budgets and contribute to keeping within these budgets as instructed.
- To be familiar with the content of and abide by the Safeguarding, Child Protection, Whistleblowing, Complaints and Representations, Confidentiality, Data Protection and Behaviour Policies.
- To promote the service as a valued, professional asset within its community and to promote a culture that individuals and staff always conduct themselves in a manner that reinforces this image.

- To ensure that all actions are in the interests of the individuals that we support and the company. Maintain standards of behaviour in accordance with company policies, procedures and practices.
- To carry out any other reasonable and relevant duties as required by clinical locality lead or head of clinical operations.
- To contribute to the overall ethos/work/aims of the company.
- All employees despite role have a responsibility to provide care to children or vulnerable adults in a regulated environment.

The above serves as a guide and is not exhaustive; all professional staff are expected to undertake other duties and projects as may be reasonably required by their line manager / clinical site lead/ clinical locality lead / head of clinical operations or head of service/ regional director. You will be working as part of a friendly team and may be asked to provide extra support during busy periods, working together in a mutually supportive way towards shared priorities.

I have read through the job description and agree to perform the duties, as outlined above

Job Holder's signature	**Signed on behalf of the OFG Group**
Name:	Name:
Signed:	Title:
Date:	Signed:
	Date:

PERSON SPECIFICATION

Experience	Essential	Desirable
A minimum of 5 + yrs practicing experience as an SaLT working in a similar setting with individuals presenting with diverse and complex communication profiles and other needs.	✓	
Developed specialist knowledge and clinical understanding underpinned by theory and practical experience.	✓	
Experienced in multi-disciplinary working in a range of settings, with some responsibility for service & team performance	✓	
Experienced in communicating with/working with families/relatives and carers	✓	
Experienced in writing and delivering training	✓	
Experience of providing clinical supervision.	✓	
Skills	**Essential**	**Desirable**

Excellent relationship building, analytical and judgmental skills.	✓	
Excellent communication skills (oral and written).	✓	

Good understanding of the other differences, e.g. sensory and motor, which may impact on an individual's communication strengths, differences, traits, difficulties and needs profile.		✓
Good understanding of the relationship between arousal levels and communication.		✓
Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group	✓	
Basic IT skills	✓	
Excellent understanding of the different SaLT assessment tools, evidence informed intervention and knowledge of how to formulate support plans based on needs profile.	✓	
Excellent time management and organisational skills.	✓	
Excellent knowledge and experienced in the core areas of SaLT practice and clear understanding of RCSLT Communication Standards.	✓	
Good knowledge of a range of approaches relating to neurodivergence, learning disability and trauma informed practice	✓	

Understanding of information governance, confidentiality and record keeping standards	✓	
Ability to work collaboratively as part of the multi-disciplinary team	✓	
Qualifications & Training	**Essential**	**Desirable**
ndergraduate of Postgraduate degree in Speech and Language Therapy	✓	
HCPC and RCSLT registration.	✓	
Evidence of continuous professional development and consistently undertaking self-development	✓	
Other	**Essential**	**Desirable**
Commitment to the values of the organisation	✓	
Full driving license and access to a car	✓	
Ability and willingness to travel on company business	✓	
Willingness to attend training and work towards other qualifications as required.	✓	
Flexible approach to working environments, creative problem solver	✓	
Able to work under pressure and to deadlines	✓	