

Job Description

Highly Specialist Speech and Language Therapist Clinical

Job Title	<i>Highly Specialist Speech and Language Therapist</i>
Responsible to	<p><i>Clinical Director or through delegation to the Lead Clinician for the designated Clinical Multi-disciplinary Team.</i></p> <p><i>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.</i></p>
Responsible for	<i>Speech and Language Therapists and Therapy Assistants - supervision</i>
Key Internal Contacts	<p><i>Other staff within the Clinical team</i></p> <p><i>Staff in other departments within the service(s)</i></p> <p><i>Staff in other services in the Region Central</i></p> <p><i>Office Staff</i></p>
Key External Contacts	<p><i>Service User relatives, advocates, and others Placing</i></p> <p><i>Authorities and Service Providers</i></p> <p><i>Registration, Regulatory and Inspection bodies</i></p> <p><i>Local Services – Statutory, Voluntary and Community</i></p> <p><i>Neighbours</i></p>

JOB ROLE & PURPOSE

In line with the seniority of this position, the post holder may be required to support the multidisciplinary team in a locality role to ensure activity meets the agreed expectation of the Head of Clinical Operations. You may be required to undertake delegated line management of others within the clinical team, where deemed necessary by the Clinical Locality Lead and Head of Clinical Operations. You will be required to support clinical supervision of less experienced SaLT's at the request of the Head of Speech and Language Therapy. You will work closely with your team to create a responsive service in the schools/care homes where you work, and to ensure that evidence-based practice is delivered in line with OFG policies and guidelines.



Outcomes
First Group

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

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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.

The role requires the ability to carry out highly specialist assessment and therapeutic intervention supporting individuals with diverse and of complex profiles. You will have 5 + years' work experience in this area of specialism, be able to demonstrate advanced practice and evidence study. As a registered clinical practitioner, you are personally responsible for your self-directed learning and CPD. You will be expected to hold a full case load in a busy service with clinical supervision from another highly specialist or consultant SaLT.

As part of your role, you will be responsible for developing bespoke programmes for therapy assistants, teachers and carers. Your clinical duties will include supervision of others (SaLT's, Therapy Assistants, Students) preparing and delivering training, attending study days and forums, preparing budgets, ordering equipment and completing audits and risk assessments. You will work within the ethical framework provided by the rules of professional conduct.

KEY TASK AREAS & RESPONSIBILITIES

Professional and Clinical

- To carry out highly specialist SaLT assessments of children/young people with diverse and complex presentations
- 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 considering relevant evidencebased research, theory, practice and factors concerning historical and development processes, which have shaped the specific client group and their families.
- To formulate plans for intervention and programmes to support the specific client groups based on advanced SaLT understanding, which employs evidence-based practice and is integrated into the overall education, health & care plans (EHCP).



Outcomes
First Group

- To provide highly specialist expertise in SaLT principles and techniques through advice, supervision and consultation with other members of staff and to help the Lead Clinician in

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I making sure that all have access to the SaLT based framework for the understanding and care of clients.

- To manage own caseload and provide direct specialist assessment and intervention, both in an individual or group setting.
- To provide highly specialist advice, consultation, teaching and training within the service and to external agencies around the scope of SaLT.
- To lead in the process of screening of referrals that are received and provide feedback to the wider team.
- 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 attend and contribute, as a highly specialist clinician, to multi-disciplinary and multiagency 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 highly skilled and sensitive manner with individuals, families, other professionals and agencies using the highest levels of interpersonal skills in situations which are likely to be highly emotive and sometimes confrontational.
- To demonstrate exemplary liaison with professionals from external agencies in relation to shared cases, including agencies working with the specific client groups and their caregivers.
- 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 lead on the evaluation of clinical work and to contribute to the development of best evidence-based practice for SaLT within OFG, supporting the head of speech and

language therapy and other members of the practice and standards team to develop policies and standards, contribute to staff professional development, research and the

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• dissemination of understanding, knowledge, and evidence-based practice across the company.

- To maintain the highest standards of clinical record keeping and report writing, this could be online or written records, specifically determined by the Lead Clinician.
- To produced SaLT related risk assessments.
- To support the Head of Speech and Language Therapy with the development of the wider SaLT team in OFG providing supervision to less experienced SaLT's, internal training and giving high quality support to children and young people.

Staff

- To support and participate in the recruitment of SaLT's and other staff across the region / locality 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 lead 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 on an ongoing basis, in support of the line manager, for example supervisions, annual appraisals, probation reviews, return to work meetings and manage sickness and absenteeism, involvement in disciplinary, capability, grievance and other people management procedures in accordance with company policy.
- To contribute to the clinical training of students as appropriate and provide formal feedback to the relevant training body.
- To contribute to the senior operational management team's understanding of 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 of HCPC, RCSLT and the practice & standards team.



Outcomes
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- To participate in and take the lead in multi-disciplinary meetings and support the Clinical Site Lead, to generate written reports providing an SaLT opinion, following evidence-based and good practice.

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- To maintain an up-to-date knowledge of legislation, national and local policies and issues about the specific client group. To complete mandatory training in good time.
- To comply with and promote service standards and practices to ensure that safe practices are always maintained.

Teaching, Training and Supervision

- To provide highly specialist advice, consultation and training to all employees, contributing to the development of effective and properly evaluated ongoing staff development and inservice training.
- To provide highly specialist presentations, training, advice and consultations to other agencies, as appropriate.
- To continue to develop expertise by attending post-graduate training, clinical supervision and attending SaLT specific activities within the company such as study days, forums, briefings, Excellence Network projects and workshops.
- To provide clinical supervision to degree apprentices, NQP's, SaLT's, and Therapy Assistants and support their workload where appropriate.

Policy and Service Development

- To actively 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 take the lead in multi-disciplinary meetings and generate written reports providing a highly 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 in accordance with the policies of the organisation



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- 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

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- To attend relevant training and development to further develop skills and knowledge and maintain up to date HCPC registration.

Administration and IT

- To be competent in the use of 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 evidencebased practice projects, audit and outcome measures.
- To represent a highly specialist SaLT viewpoint in relation to nationally accepted good practice guidelines and to ensure the highest level of ethical standards and professional conduct.



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- 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.

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Effort and Environment

- To be flexible to the demands of the environment, including unpredictable work patterns, deadlines, and frequent interruptions.
- To agree to a specified job plan, compiled in conjunction with your line manager.
- To always maintain sensitivity to the emotional needs of clients and their carers' when imparting potentially distressing information regarding the nature of clients' 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 very 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 manage your own Performance and Development, setting targets to be reviewed at annual appraisal.
- To contribute to the overall ethos/work/aims of the company.

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/



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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.

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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
<u>At least 5 + yrs practicing experience working at the specialist level</u> with this client group in a similar setting.	✓	
<u>Highly developed specialist knowledge and clinical understanding</u> underpinned by theory and practical experience.	✓	
Experienced in multi-disciplinary working across a range of settings, with some responsibility for service & team performance	✓	
Highly experienced in communicating with and working with families/relatives and carers	✓	
Highly experienced in developing training and in person presentations	✓	
Highly experienced in providing professional and clinical supervision.	✓	
Highly experienced in taking part in research projects and conducting audits.	✓	
Skills	Essential	Desirable
Exceptional relationship building, analytical and judgmental skills.	✓	
Exceptional communication skills (oral and written).	✓	



Outcomes
First Group

Excellent time management and organisational skills.	✓	
Advanced knowledge and highly experienced in the core areas of SaLT practice and clear understanding of RCSLT Communication Standards.	✓	
Advanced knowledge of a range of approaches relating to neurodivergence, cognitive differences / difficulties and trauma informed practice	✓	

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Advanced understanding of the different SaLT assessment tools, evidence informed intervention and in-depth knowledge of how to formulate support plans based on needs profile.	✓	
In depth 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.	✓	
Excellent 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	✓	
Good IT skills	✓	
Advanced understanding of information governance, confidentiality and record keeping standards	✓	
Excellent ability to work collaboratively as part of the multi-disciplinary team, as well as support with supervision of staff and students and lead where required	✓	
Qualifications & Training	Essential	Desirable
Undergraduate or Postgraduate degree in Speech and Language Therapy	✓	
HCPC and RCSLT registration.	✓	
Extensive 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 achieving other qualifications as required.	✓	
Flexible approach to working environments, creative problem solver	✓	
Able to work under pressure and to deadlines	✓	