



**Job Description:**  
Highly Specialist Speech and  
Language Therapist  
**Clinical**

<b>Job Title</b>	<b>Highly Specialist Speech and Language Therapist</b> Clinical Director or through delegation to the Clinical Lead and Clinical Locality Lead
<b>Responsible to</b>	<i>The post is located within a designated service, and the post holder is required to ensure their role delivery and activity meet the agreed expectations of the Head of Service</i>
<b>Responsible for</b>	Therapy Assistants and Speech and Language Therapists (SALT), where appropriate  Other staff within the Clinical multi-disciplinary team
<b>Key Internal Contacts</b>	Staff in other departments within the service, primarily education  Staff in other services in the locality  Central Services Office staff
<b>Key External Contacts</b>	Student/service user relatives, advocates, and others  Placing authorities and service providers  Registration, regulatory and inspection bodies

## **JOB ROLE & PURPOSE**

Deliver expert-led, high-impact Speech and Language Therapy directly within mainstream school environments. You will lead school cluster-wide, whole-school, and group interventions to overcome barriers to learning, participation, and independence. This role combines advanced clinical practice in speech, language and communication skills with strategic school consultation.

In line with the seniority of this post, the post holder may be required to support the multi-disciplinary team in a locality role to ensure activity meets the agreed expectation of the head of clinical operations. You will be required to undertake delegated line management of others within the clinical team, where deemed necessary by the clinical lead and Director of Clinical Operations, as well as support clinical supervision of junior staff. You will work closely with your team to create a responsive service in the schools/clinics where you work,

and to ensure that wherever possible, evidence-based practice is delivered in line with Momenta Connect and OFG policies and guidelines. 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, including individuals who present with behaviours that challenge, to support engagement in meaningful activity and to encourage independence.

This role requires highly specialist assessment and treatment of complex cases. You will require at least 5 years of work experience, with evidence of a specialism in advanced practice and study. As a registered practitioner, you are personally responsible for your self-directed learning and for CPD. You will be expected to hold a full caseload in a busy service, with clinical supervision from a highly specialist or consultant speech and language therapist.

As part of your role, you will be responsible for developing bespoke programmes for speech and language therapy assistants, teachers and carers. Your clinical duties will include supervising, preparing and delivering training, attending forums, and completing audits and risk assessments, all within the ethical framework provided by the rules of professional conduct.

## **Key Areas and Responsibilities**

### **1. Clinical & Operational Leadership**

- **Direct** the clinical and operational delivery of the Experts At Hand model across London Boroughs.
- **Lead and manage** the regional speech and language therapy team, including therapists and assistants.
- **Monitor** service delivery metrics, evaluate clinical outcomes, and drive continuous service development.

- **Oversee** referral screening, case management allocations, complex clinical risks, and corporate reporting.
- **Participate** in and lead multi-disciplinary meetings, collaborating with the Clinical Lead on formal reporting.

## 2. Specialist Clinical Practice & School Integration

- **Implement** a graduated response model embedding speech, language, and communication models and intervention.
- **Conduct** highly specialist SALT assessments for children with diverse, complex presentations.
- **Identify** barriers to educational engagement using advanced task analysis and environmental reflection.
- **Formulate** evidence-based intervention plans heavily integrated into statutory Education, Health and Care Plans (EHCPs).
- **Deliver** evidence-based clinical intervention and build experts at hand within practice to through training and foster embedded approaches in an educational setting.
- **Advise** school leadership and train teachers on sensory-friendly environments and universal strategies.
- **Design** and model targeted small-group interventions to empower education staff for independent delivery.

## 3. Workforce Management, Supervision & Training

- **Coordinate** multidisciplinary working and promote cohesive team communication across the service.
- **Line-manage** staff by undertaking probation reviews, return-to-work meetings, appraisals, and sickness monitoring.
- **Supervise** SALTs and assistants in accordance with regulatory body standards.
- **Deliver** specialist advice, peer mentoring, and evaluate in-service training to all internal employees.

- **Provide** specialist clinical presentations, training, and consultation services to external partner agencies.
- **Facilitate** high-quality clinical training placements for students and provide formal feedback to universities.

#### 4. Professional Standards, Safeguarding & Governance

- **Model** best practice aligned with the RCSLT Code of Conduct and HCPC Standards of Proficiency.
- **Embed** a SALT-based clinical framework across the team via dedicated supervision and knowledge dissemination.
- **Support** the Head of Service with policy development and evidence-based practice updates.
- **Execute** robust safeguarding procedures, directing supervisees through corporate child protection protocols.
- **Adhere** to company, infection control, risk management, and Health & Safety guidelines, mitigating hazards immediately.
- **Maintain** precise clinical records and reports across designated electronic platforms and adhere to GDPR codes of practice and policies.
- **Operate** within agreed service budgets as instructed by corporate leadership.

#### 5. Research, Evaluation & Environmental Adaptation

- **Measure** service efficacy using evidence-based practice projects, clinical audits, and outcome measures.
- **Engage** key stakeholders within assigned settings and report feedback directly to the Head of Service.
- **Adapt** to unpredictable educational environments, fluid work patterns, deadlines, and frequent interruptions.
- **Deliver** an agreed job plan balancing intervention, group work, consultation, and management tasks.



Outcomes  
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- **Communicate** potentially distressing or sensitive clinical information to families with high empathy.
- **Manage** personal performance by setting targeted development objectives for annual appraisals.
- **Execute** additional reasonable duties requested by the Clinical Locality Lead or Head of Clinical Operations.

*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 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

<b>Job Holder's signature</b>	<b>Signed on behalf of the Momenta Connect, part of the OFG Group</b>
Name:	Name:
Signed:	Title:
Date:	Signed:
	Date:



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PERSON SPECIFICATION

<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>
5+ years practising as an SALT	✓	
Advanced/highly specialist knowledge and clinical understanding of SALT theory and its practical application	✓	
Minimum of 2 years' experience in paediatric settings	✓	
Relevant experience in a previously held job (Learning Disability, Social-Emotional and Mental Health, neurodivergence)	✓	
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 developing training and in-person presentations	✓	
<b>Qualifications &amp; Training</b>	<b>Essential</b>	<b>Desirable</b>
Recognised speech and language therapy degree	✓	
HCPC registered and a member of RCSLT	✓	
Evidence of continuous professional development and consistently undertakes self-development	✓	
Willingness to complete training and work towards further qualifications as required	✓	
<b>Skills</b>	<b>Essential</b>	<b>Desirable</b>
Good communication, including relationship, analytical and judgmental skills	✓	
Good time management and organisational skills	✓	
Good understanding of the relationship between behaviour and communication	✓	



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Good understanding of physical needs, dexterity, coordination and sensory skills for assessment and treatment of client group	✓	
Good understanding of other developmental needs that may impact an individual and the skills needed for independence	✓	
Up-to-date knowledge of a range of approaches relating to neurodivergence, learning disability and trauma-informed practice	✓	
Up-to-date knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group	✓	
Good clinical reasoning skills and able to confidently express rationale	✓	
Basic IT skills	✓	
Able to engage in quality improvement and enhanced service delivery	✓	
Advanced understanding of information governance, confidentiality and record-keeping standards	✓	
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	✓	
Advanced knowledge of different assessment tools, intervention programmes and formulation of treatment plans from a range of SALT modalities	✓	
<b>Other</b>	<b>Essential</b>	<b>Desirable</b>
Commitment to the values of the organisation	✓	
Ability and willingness to travel on company business		✓
Flexible approach to working environments, creative problem solver	✓	



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Able to work under pressure and meet deadlines	✓	
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