

Job Title	Speech and Language Therapist Lead Therapist, Line Manager, Clinical Director or through delegation to the Clinical Lead and Clinical Locality Lead
Responsible to	<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>
Responsible for	Therapy Assistants and Speech and Language Therapists, where appropriate Other staff within the Clinical multi-disciplinary team
Key Internal Contacts	Staff in other departments within the service, primarily education Staff in other services in the locality Central Services Office staff
Key External Contacts	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 with full guidance and clinical mentorship. 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. This role offers an excellent opportunity to grow your clinical practice in these areas, while building your confidence in school consultation.

This role is suitable for qualified Speech and Language Therapists (SALT) who have certified registration with the HCPC and who are developing their clinical experience and some more specialist areas. As a registered practitioner, you are personally responsible for your professional practice and maintenance of CPD but will be provided some opportunities by

Momenta Connect. You will work closely with your line manager and clinical supervisor to create a responsive SALT service where you work and ensure that evidence-based practice is delivered in line with Momenta Connect policies, standards, and ways of working. 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 engagement in the multidisciplinary team, preparing and delivering training, attending forums and team meetings, completing audits and assessments and supporting delivery of targeted interventions, all within the ethical framework provided by the rules of professional conduct while remaining in SALT scope of practice, to support engagement in meaningful activity and to encourage independence.

Key Areas and Responsibilities

1. Clinical Practice & School Integration

- **Implement** a graduated response model embedding speech, language, and communication intervention and strategies.
- **Conduct** SALT assessments for children with diverse, complex presentations.
- **Identify** barriers to educational engagement using 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 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.
- **Participate** in multi-disciplinary meetings, collaborating with the Clinical Lead and other members of the MDT.

2. Workforce Management, Supervision & Training

- **Participate** in multidisciplinary working and promote cohesive team communication across the service.
- **Supervise** SALT therapists and assistants in accordance with regulatory body standards based on experience
- **Engage** with specialist advice, peer mentoring, and in-service training
- **Support** specialist clinical presentations, training, and consultation services to external partner agencies.
- **Support** high-quality clinical training placements for students and provide formal feedback to universities.

3. 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 practice as supervised by leads and a clinical supervisor.
- **Understand** and **engage** with policy and evidence-based practice updates.
- **Execute** robust safeguarding procedures in line with 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.

4. 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 and leads.
- **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.
- **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 Line Management, 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.



Outcomes
First Group

Job Description:
Speech and Language
Therapist
Clinical

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

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

PERSON SPECIFICATION

Experience	Essential	Desirable
2+ years practising as a SALT or Minimum of 1 year's experience in paediatric settings	✓	
Knowledge and clinical understanding of SALT theory and its practical application	✓	
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		✓
Qualifications & Training	Essential	Desirable
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	✓	
Skills	Essential	Desirable
Good communication, including relationship, analytical and judgmental skills	✓	
Good time management and organisational skills	✓	
Good understanding of the relationship between behaviour and communication		✓
Good understanding of physical needs, dexterity, coordination and sensory skills for assessment and treatment of client group		✓



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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	✓	
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	✓	
Knowledge of different assessment tools, intervention programmes and formulation of treatment plans from a range of SALT modalities		✓
Other	Essential	Desirable
Commitment to the values of the organisation	✓	
Ability and willingness to travel on company business		✓
Flexible approach to working environments, creative problem solver	✓	
Able to work under pressure and meet deadlines	✓	