



Person Specification

Post: SLT senior (Adult Services)

Date Updated: April 2024

	Essential Criteria	Desirable Criteria
<p>Qualifications and Experience</p>	<p>Candidates for appointment must:</p> <ul style="list-style-type: none"> • Be registered, or be eligible for registration, as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU. <p>AND</p> <ul style="list-style-type: none"> • Have 3 years full time (or an aggregate of 3 years full time) post qualification clinical experience. <p>AND</p> <ul style="list-style-type: none"> • Candidates must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office. <p>AND</p> <ul style="list-style-type: none"> • Provide proof of Statutory Registration on the Speech & Language Therapist Register maintained by the Speech & Language Therapists Registration Board at CORU before a contract of employment can be issued. • Annual registration <p>On appointment, practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU.</p> <ul style="list-style-type: none"> • Speech & Language Therapists who work with people with feeding, eating, drinking and swallowing difficulties must hold a dysphagia qualification or equivalent as outlined in “Standards of Practice for Speech & Language Therapists on the Management of Feeding, Eating, Drinking and Swallowing Disorders (Dysphagia)”, Irish Association of Speech & Language Therapists (IASLT) 2007. • Experience in assessing and intervening with complex FEES needs. 	<ul style="list-style-type: none"> • Minimum of 3 years’ experience in the area of disability. • Experience in service development and provision.

	<ul style="list-style-type: none"> • Experience in providing FEDS training and experience in assessing AAC needs and applying for funding for same. • Have experience in supporting and developing the use of alternative communication systems. • Worked as part of a team. • Have a full manual drivers licence with access to own transport. • Experience in setting goals as part of a therapy plan and/or individual service plans. 	
<p>Organisational and Professional Knowledge</p>	<ul style="list-style-type: none"> • Demonstrate clear understanding of the role of the speech and language therapist with adults in the field of physical disability. • Demonstrate Knowledge of Social Model of Disability • Demonstrate an understanding of the decision making process involved in providing support to people with FEDS needs within a social model of disability. • Demonstrate an understanding of National Policies and Procedures Safeguarding Vulnerable Adults. • Demonstrate a knowledge of New Directions and how this will impact on speech and language therapy services to adults with a disability. 	<ul style="list-style-type: none"> • Has an understanding of the Assisted Decision Making and Capacity Act.
<p>Core Competencies</p>	<ul style="list-style-type: none"> • Ability to demonstrate core skills to include assessment. • Demonstrate a knowledge of Person Centred Approaches to service provision. • Demonstrate a knowledge of Audit/ Quality Systems e.g. EFQM/HIQA • Intervention and evaluation of speech and language interventions for adults with a physical disability. • Ability to create care pathways for an adult Service Owner. • Ability to ensure the delivery of an equitable and effective speech and language therapy service. • Ability to make clear clinical decisions for clients with complex presentations. 	

Building and Maintaining Working Relationships	<ul style="list-style-type: none"> • Ability to communicate effectively with professional staff, external agencies, clients and carers, and to possess good oral, telephone and written communication skills. • Ability to demonstrate good interpersonal skills and to have a positive attitude toward disabled clients and their families. • Experience of working in partnership with Service Owners and families using a person-centred approach. 	
Team Working	<ul style="list-style-type: none"> • Ability to work as part of a MDT team • Ability to supervise and mentor junior staff and students. 	
Special Aptitudes	<ul style="list-style-type: none"> • Ability to self-motivate and use own initiative • Ability and willingness to be flexible in approach to work and be responsible to changing demands • Ability to demonstrate an understanding of confidentiality and equal opportunities and how it relates to this post. • Ability to demonstrate good administrative skills and IT skills in recording and presenting reports. • Experience of promoting and supporting communication at all levels within a service e.g. creating accessible documentation, signage, etc. 	