

Person Specification for Speech and Language Therapist

	Essential	Desirable	Assessed via		
Qualifications					
RCSLT recognised degree/diploma or MSc (Hons) in Speech and language therapy or equivalent qualification	✓		Application form		
Registered and current membership with HCPC and RCSLT	✓		Certificates checked at interview		
GCSE pass grades (C or above) in English, maths or equivalent.	✓				
Evidence of relevant continuing professional development (CPD)	✓				
Specialist training or CPD in: <ul style="list-style-type: none"> Dysphagia Autism and social communication AAC / Total Communication approaches 		✓			
Experience					
At least 2 years experience working in a specialist school/college for young people who have very complex needs including PMLD, SLD and autism.	✓		Application form		
Experience working with Education, Health and Care Plans (EHCPs), including outcomes-based intervention	✓				
Experience delivering individual and group therapy	✓				
Experience supporting staff to embed communication strategies (including high and low tech AAC) into educational or care settings	✓				
Experience writing professional reports and contributing to annual reviews	✓				
Able to design and deliver speech and language programmes	✓		Application form		
Working with parents to ensure they are able to deliver SALT programmes at home	✓		form		
Experience delivering staff training and workshops	✓				
Experience working as part of a multidisciplinary therapy team	✓				
Knowledge and Skills					

Understands the needs of students with learning difficulties including PMLD and ASD	✓		interview		
Able to train, motivate and manage staff, securing their commitment to providing a high quality service to pupils and families.	✓		task		
Ability to assess, plan, deliver, and evaluate SaLT interventions	✓		Interview/task		
Competent in using ICT both within role and in recordkeeping systems	✓				
Ability to speak more than one language.		✓	interview		
Understands safeguarding procedures relating to the role.	✓		interview		
Competent in using a range of communication strategies including Makaton and touch cues		✓	interview		
Personal Qualities					
The candidate is willing to put our students needs at the centre of all they do at work.	✓		interview		
Excellent interpersonal and communication skills.	✓		interview		
Tactful, diplomatic and sensitive to the needs of others	✓		interview		
Excellence record in both attendance and punctuality. Not in Management of Absence process.	✓		Reference		
Able to lead others, motivating and achieving high level of performance from college education staff.	✓		Interview task		
Self motivating and able to take strategic lead.	✓		Task in tray		
Sensitivity to the challenges faced by students, staff and families.	✓		Task in tray		
Approachable, polite and professional.	✓		Interview		
Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required.	✓		interview		
Flexible. Able to manage last minute changes when required.	✓		interview		
Physically able to undertake all aspects of the role .	✓		interview		
High expectations of self and others.	✓		interview		
Well-groomed and presented in line with requirement of the role.	✓		interview		
Able to travel to 2 sites (Hounslow and Sunbury)			interview		
Committed to equality of opportunity for all.	✓		interview		

The duties of this post will change and develop over time. It is the manager's responsibility, in conjunction with the post holder, regularly to review this document and amend it when necessary.