

Person Specification for Lead Therapist (also see Salt or OT Person spec)

	Essential	Desirable	Assessed via		
Qualifications					
Degree or equivalent professional qualification in a recognised therapy discipline (e.g., Speech and Language Therapy, Occupational Therapy, Physiotherapy).	✓		Application form Certificates checked at interview		
Current registration with the relevant professional body (e.g., HCPC).	✓				
Evidence of ongoing CPD demonstrating advanced specialist knowledge and leadership development.	✓				
Postgraduate qualification or accredited training in leadership, clinical supervision, or a relevant clinical specialty.		✓			
Additional qualifications in service design, quality improvement, or management.		✓			
Experience					
Extensive experience working in a specialist school/college for young people who have very complex needs including PMLD, SLD and autism.	✓		Application form		
Experience in leading and working as part of a multidisciplinary therapy team	✓		Application form		
Demonstrable experience of leading service development, quality improvement, or clinical governance processes.		✓	Application form		
Experience supervising junior staff, assistants, or students, including providing clinical supervision and professional development.	✓		Application form		
Experience providing training to staff teams, families, and/or external partners.	✓		Application form		

Experience working within multi-disciplinary or multi-agency environments.	✓		Application form		
Experience producing high-quality reports, documentation, and outcome measures.	✓		Interview		
Knowledge and Skills					
Strong understanding of evidence-based practice for young adults with SLCN, complex needs, autism, and highly varied communication profiles.	✓		Interview		
Understanding of clinical governance structures, service evaluation, and risk management.	✓		Interview		
Excellent interpersonal and communication skills, able to influence and collaborate across teams.	✓		Interview		
Ability to lead, plan, and evaluate a high-quality Therapy service, including measuring impact and outcomes.	✓		Application form Interview		
Able to train, motivate and manage staff, securing their commitment to providing a high quality service to pupils and families.	✓		Interview		
Excellent grasp of safeguarding principles, mental capacity, and relevant legislation affecting 19-25-year-old learners.		✓	Interview		
Understanding of behavioural regulation, sensory needs, and how communication interacts with emotional regulation.	✓		Application form Interview		
Skills in data analysis, outcome measurement, or digital tools relevant to service delivery.	✓		Interview		
Ability to lead complex case discussions or multi-agency coordination	✓		Interview		
Personal Qualities					

The candidate is willing to put our students needs at the centre of all they do at work.	✓		Interview		
Highly effective communication skills including the ability to influence, train, coach, and motivate staff teams.	✓		Interview		
Strong professional presence and ability to model high standards of clinical practice.	✓		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		
Flexible, adaptable, and able to work effectively in fast-paced or changing environments.	✓		Interview		
Sensitivity to the challenges faced by students, staff and families.	✓		Interview		
Approachable, polite and professional.	✓		Interview		
Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required.	✓		Interview		
Committed to collaborative practice, positive team culture, and continuous improvement	✓		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.