

students, their careers, members of the multi-disciplinary team and outside agencies.

To complete complex assessments, pre – College assessment and, if appropriately trained, Dysphagia assessments where required in accordance with the organisation's Dysphagia Management Policy.

To demonstrate professional knowledge underpinned by current evidence-based practice within your developing area of specialism.

To ensure that students understand what they are doing in therapy and why it is relevant to them. With students who lack capacity to understand, to work in their best interest.

To contribute to assessments of capacity where necessary, including joint working with other relevant professionals and attendance at Best Interest Meetings as required.

To accurately record all therapeutic interventions and ensure that yours and the SLTs you are supervising written and electronic documentation is completed in accordance with College and professional standards, protocols and guidelines.

To contribute to student specific meetings and Annual Review processes, including preparing reports and documentation to a high standard in complex cases.

To provide on-going supervision for Speech and Language Therapists and Speech and Language Therapy Assistants.

To contribute to training, coaching and mentoring of staff in developing best working practices across College and meet organisational goals.

To undertake relevant training to maintain and develop best practice and meet professional registration and student needs.

To work as an autonomous practitioner and provide clinical and statistical information including audits and outcome measures on a regular basis or as required.

To maintain student confidentiality, unless the consequences of disclosure are detrimental to students, staff and College.

To comply with all National Star College policies and procedures and the professional Codes of Practice as defined by the Royal College of Speech and Language and Health and Care Professionals Councils.

To participate in the College self-assessment processes and the review of College policies and procedures as required.

To promote a professional image and raise the profile and the role of the Speech and Language Therapy service both within the College and the wider community.

To be responsive to the unpredictable demands of the post, undertaking other duties that may be within the scope of the role function across various National Star sites.

Safeguarding

The college takes seriously its responsibility for safeguarding. It is committed to safeguarding and promoting the welfare of young adults and children and requires that all staff share this responsibility and act accordingly by applying organisational policy and procedure and attending annual safeguarding training.

Equality, Diversity & Inclusion

Through personal example and clear action demonstrate commitment to equality and diversity ensuring equality of access and treatment in employment and service delivery to all.

Health & Safety

Promote the college's Health and Safety at Work Policy and Procedure and ensure these are implemented effectively within the department.

This job sets out a summary of key features of the role. It is not intended to be exhaustive and will be reviewed periodically to ensure it remains appropriate to the role, meeting the changing circumstances and new challenges of the college.

PERSON SPECIFICATION

SPECIALIST SPEECH & LANGUAGE THERAPIST

ATTRIBUTE	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Recognised Royal College of Speech & Language Therapists degree level qualification • Membership of The Royal College of Speech and Language Therapists • Health and Care Professions Council (HCPC) Licence to Practice • Willingness to undertake relevant postgraduate Dysphagia training qualification as required 	<ul style="list-style-type: none"> • Other relevant level 5 qualifications • Relevant postgraduate Dysphagia qualification
Experience	<ul style="list-style-type: none"> • Demonstration of professional knowledge, underpinned by current evidence-based practice • Knowledge of a broad range of professional formal and informal assessment methods and their interpretation • Caseload management • 2 years' experience in relevant clinical field • Experience of MDT working • Experience of training others, e.g., key communication partners 	<ul style="list-style-type: none"> • Experience of working in an educational setting • Experience of working in a residential setting • Experience of working across multiple locations • Experience of working within the field of PMLD / AAC / ASD / ABI • Experience of completing Dysphagia assessments • Experience of providing Support and Development • Membership of relevant CENs
Skills / Knowledge	<ul style="list-style-type: none"> • Skill in selection of appropriate strategies for prioritisation and management of a 	<ul style="list-style-type: none"> • Makaton, Signalong or BSL • Intensive Interaction, Total

	<p>complex caseload</p> <ul style="list-style-type: none"> • Ability to identify own professional development needs and those of more junior staff, including providing Clinical Supervision • Ability to write concisely and summarise information • Excellent time management skills • Excellent assessment skills • Flexibility in regard to the demands of the environment, including unpredictable work patterns, deadlines and frequent interruptions 	<p>Communication, multisensory approaches</p> <ul style="list-style-type: none"> • AAC programming – Grid 3 / Boardmaker / Communicate in Print/Widgit Online
Personal	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills • Negotiation skills • Good presentation skills • Innovative and creative • Adaptable and flexible 	<ul style="list-style-type: none"> • Excellent presentation skills
Other	<ul style="list-style-type: none"> • IT skills, able to competently use Microsoft Office: Word, Excel and Powerpoint • Ability to meet the travel requirements of the post • Support the ethos of the College and be fit to work with vulnerable adults and children 	<ul style="list-style-type: none"> • Full driving licence