

**PERSON SPECIFICATION**

**JOB TITLE:** HighlySpecialist Speech and Language Therapist

Autism Specialism - Band 7

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| **Person Specification Selection Criteria**: | 1. **Desirable** 2. **Preferred** 3. **Essential** | **Measured by: application form (A), interview (I), written task (T), presentation (P)** |
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| **Qualifications (Equivalent qualifications will be considered where their equivalency can be demonstrated)**   * 1. Recognised Speech and Language   Therapy degree qualification  **1.2** HCPC Licence to Practice.  **1.3** Registered member of RCSLT.  **1.4** Evidence of continuing professional  development at postgraduate level within  the area of specialism. | 3  3  3  3 | A  A  A  A |
| **Experience (both work and ‘life’ related)**   * 1. Evidence of substantial experience as a qualified speech and language therapist.   2. Evidence of in-depth experience as an autonomous speech and language therapist at Band 6/7   3. Evidence of in-depth experience within the specialist area.   4. Evidence of development/improvement work carried out a service level | 3  3  3  2 | A/I  A/I  A/I  A/I |
| **Knowledge and Skills** **3.1** Well-established knowledge of  assessment approaches relevant to  Speech and Language Therapy with  children in the specialist area.  **3.2** Well-established knowledge of current  Speech and Language Therapy practice  in the specialist area.  **3.3** In-depth knowledge of professional  standards for speech and language  therapists.  **3.4** Knowledge of policies/ guidance relating  to service delivery for children and young  people, and of national strategy.  **3.5** Well-established understanding of roles  of other professionals working in the  specialist area.  **3.6** Excellent verbal and written  communication skills.  **3.7** Well-established leadership skills such as  negotiating, influencing  **3.8** Ability to be creative and problem-solve  **3.9** Strong analytical and problem-solving  skills when dealing with complex issues. | 3  3  2  2  3  3  3  3  3 | I/T  I  I  I  I/P  I/P  I  I  I |
| **Personal Attributes and Skills**  **4.1** Strong self-motivation  **4.2** Ability to motivate others  **4.3** Excellent organisational skills in relation to  managing a complex workload.  **4.4** Strong ability to work supportively and  collaboratively within the school.  **4.5** Ability to demonstrate empathy for children  and young people and colleagues. | 3  3  3  3  3 | A/I  I  I  I/P  I |
| **All Applicants are Expected to Demonstrate** **5.1** Awareness of Equality & Valuing Diversity  Principles  **5.2** Understanding of Confidentiality & Data  Protection Act  **5.3** Understanding of SEN and the SEN  Framework in mainstream and special  school provision | 3  3  3 | I  I  I |