

**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. | 3333 | AAAA |
| **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
 | 3332 | A/IA/IA/IA/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. | 332233333 | I/TIIII/PI/PII 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. | 33333 | A/IIII/PI |
| **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 | 333 | III |