**NHS Ayrshire and Arran**

**Person Specification**

Band 7 Highly Specialist Speech and Language Therapist

Adult In patients Team Lead, South Ayrshire HSCP

Speech and Language Therapy

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|  | **Essential** | **Desirable** |
| **QUALIFICATIONS / EDUCATION** | * Recognised Speech and Language Therapy Degree Qualification or equivalent * Experience to masters level or equivalent * Advanced post graduate dysphagia qualification | Leadership course/qualification   * Quality Improvement Methodology experience * Videofluoroscopy level 4 training |
| **PROFESSIONAL / STATUTORY REGISTRATION** | * Health and Care Professionals Council – License to Practice | * Membership of RCSLT |
| **EXPERIENCE** | * Highly specialist experience of operating in a multi–agency/multi-disciplinary environment, delivering change and improvement * Experience in developing, implementing and delivering training * Experience of collecting and analyzing data to monitor performance and progress and identify actions which influence outcomes. * Ability to work autonomously * Significant clinical expertise and advanced reasoning skills * Experience in managing challenging conversations and situations * Skills in managing  complaints in often distressing circumstances * Good working knowledge and experience of implementing relevant clinical and professional guidelines e.g SIGN , Royal Society for Intensive  Care Guidelines, RSCLT DG competency framework, VFS and critical care * Evidence of signifciant experience  and highly specialist skills  in acute stroke / medical specialities/critical care. * Service development experience | * Evidence of experience in contributing to  SLT post-graduate  dysphagia training  and competency assessment and developing and implementing  training of MDT colleagues e.g. nurses. |
| **KNOWLEDGE & SKILLS** | * Knowledge of South HSCP Strategic Plan * Knowledge of professional standards and code of conduct * Knowledge of National Policy and relevant legislation * Knowledge of Caring for Ayrshire * Understanding of the principles of governance * Knowledge and skills using approaches which promote self-management * Ability to demonstrate leadership skills and empower and motivate others * Equitable and person centred, working effectively in a team | * Detailed knowledge of community services offers and supports within health and social care, other agencies and the third sector |
| **PERSONAL QUALITIES / OTHER** | * Excellent social and interpersonal skills * Excellent presentation (written and verbal) skills * Ability to communicate effectively and work constructively with a range of people including family /carers * Motivated, enthusiastic, supportive and approachable * Highly developed problem solving skills * Ability to empower and motivate others | * Evidence of creativity and innovation |