**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
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| **PROFESSIONAL / STATUTORY REGISTRATION** | * Health and Care Professionals Council – License to Practice
 | * Membership of RCSLT
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| **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.
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| **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
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| **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
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