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| CRITERIA | ESSENTIAL | DESIRABLE | Method of Evaluation |
| EXPERIENCE: | Significant experience of working with children/young people with a range of complex communication impairments particularly hearing loss Experience working collaboratively with other agencies, particularly education colleagues in HI Service and relevant partner agencies in health (i.e. Audiology)Experience in the provision of training to a range of professional groups.Service planning and project managementProfessional leadership and experience within the specialty which allows to lead safely, effectively and efficientlyExperience in developing teams and services | Experience in working with parents through groups specific to hearing lossExperience in research/ audit.Experience in strategy development related to clinical practice. | Application form and interview |
| QUALIFICATIONS:(Training; Research; Publications) | Degree in Speech and Language Therapy Health Professions Council [HPC) registrationMembership of RCSLTPostgraduate study/qualification or equivalent experience in hearing loss. For example phonology assessment, working with deaf people, specific conditions associated with deafness such as auditory neuropathy, amplification devices, sign language | British Sign Language to Level 1Makaton Sign Language up to Level 4 (Enhancement) | Application form and interview |
| KNOWLEDGE & SKILLS | Specialist knowledge and application of different types of hearing loss, aetiology and possible implications for individuals. Audiological tests available and understanding of the findings and implications for the individual. Acoustic phonetics to inform intervention and management decisions. Knowledge of:* spoken language, sign ( British Sign language) , sign supported English and bilingualism
* Augmentative communication systems such as cued speech, sign supported English, signed English
* Communication strategies that support communication between deaf and hearing people.
* Typical developmental patterns for deaf children
* Deaf culture
* Current research evidence for this population and its application for service improvement.

Knowledge of relevant legislation. | Awareness of link between strategic and operational planning and delivery of servicesKnowledge of :* How hearing technology works and the effects of environmental noise on hearing/ listening
* Non-verbal communication including use of sign
* Practical management of hearing technology
* Practical logistics of adapting speech and language assessments for children with a hearing loss
* Use of family- centred interventions techniques.
* Differential diagnosis between deafness and language impairment, autistic spectrum disorder, auditory neuropathy
* Adaptation of speech and language expectations and objectives in the context of type and degree of hearing loss
* Advanced transcription of atypical speech patterns.
 | Application form and interview |
| PERSONAL QUALITIES: | Excellent communication skills.Ability to work effectively in a multi agency team.Flexible and adaptable to meet the changing needs of the service. Innovative and flexible thinking.Ability to make decisions with complex information | Ability to cope with emotionally intense situations | Interview |
| OTHER: |  | Ability to travel between sites |  |