

**RECRUITMENT AND SELECTION STANDARDS**

**PERSON SPECIFICATION FORM**

**Post Title/Grade: Band 5 Speech & Language Therapist**

**Department: Speech & Language Therapy Service**

**Date: January 2021**

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Experience** | Experience of having responsibility for delivering clinical care (undergraduate or graduate level)Experience of team working | Experience of autonomous case and caseload managementExperience of applying frameworks that have patient involvement at the centreExperience of using the Care Aims Intended Outcomes Framework and Therapy Outcome MeasuresExperience of applying a tiered model of service deliveryExperience of multi-disciplinary/agency team working to achieve outcomes | Application and interview |
| **Qualifications/****Training** | Degree in Speech/Language Therapy or PG DIP in Speech/Language Therapy | Dysphagia (Theory) Evidence of relevant CPD e.g.: CEN, Study days, positive learning | Application and interview |
| **Knowledge** | Knowledge of the Care Aims Intended Outcomes Framework and outcome measurementKnowledge of tiered model of service deliveryKnowledge of patient’s involvement in decision making/outcomeKnowledge of the full range of children and young people’s speech, language and communication disorders | Knowledge of intervention associated with CYP speech and language disordersKnowledge of research methodology including QIAwareness of local and national strategic priorities | Application and interview |
| **Skills** | Ability to recognise own and other’s skills, styles and strengthsAccessing and benefiting from support systemsDemonstration of ability to maintain professional standards | Efficient and effective time managementDemonstration of core values of NHS Scotland | Application and interview |
| **Aptitude** | Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS FifeAwareness of emotional intelligence in self and othersKnowledge of own competence and professional boundaries | Openness to improvement and changeSelf motivation | Application and interview |
| **Other**e.g. Team Player, Be able to Travel | HCPC & RCSLT Membership (or awaiting membership on qualification)Ability to travel extensively within the Levenmouth area | Care and belief in service delivery within professional standardsAwareness of digital health and technology enabled care | Application and interview |