


MFT Intensive Support Team Band 7 Speech and Language Therapist
PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
Registration/ Accreditation	<ul style="list-style-type: none"> You must be registered/accredited with HCPC 	
Qualifications	<ul style="list-style-type: none"> An undergraduate degree in Speech and Language Therapy 	<ul style="list-style-type: none"> Additional qualifications in learning disabilities and autism related interventions
Experience	<ul style="list-style-type: none"> Considerable experience of working with children with severe and complex disabilities; including Autism; and their families in complex multi-agency settings Experience of designing and developing communication interventions for this client group Experience of multidisciplinary and multi agency teamwork Experience of liaison and working with a range of other relevant agencies and professionals, including managing difficult conversations and differences of opinion. Considerable experience assessing and managing risk in children with learning disabilities and challenging behaviour Knowledge and experience of working within a Safeguarding Children framework 	<ul style="list-style-type: none"> Experience of co-production Experience of Positive Behaviour Support planning Experience of facilitating therapeutic groups



ATTRIBUTES	ESSENTIAL	DESIRABLE
	<ul style="list-style-type: none"> • Experience of liaison and consultation in relation to a wide range of other relevant agencies • Experience of delivering training • Experience of hard to reach diverse community groups and individuals with emerging complex needs, dual diagnoses, people with additional disabilities and safeguarding. • Experience of mentoring and supervision of others, including supporting the mental health and wellbeing of junior staff and trainees. • Understanding of the principles of Clinical Governance and a willingness to follow Trust Policy and Procedures 	
Knowledge, Skills and Ability.	<ul style="list-style-type: none"> • Ability to select, use and interpret a range of speech and language assessments. • Ability to lead groups and chair multiagency fora/meetings • Highly developed communication skills with the ability to provide and receive highly complex, sensitive or contentious information and overcome barriers to acceptance with children, parents and professionals. • To be able to function as a part of a multi-disciplinary team and to liaise effectively with other agencies i.e., education, GP's, maintaining positive working relationships. • The ability to work with people from a range of different backgrounds, cultures and or different ages. 	Advanced IT skills.



ATTRIBUTES	ESSENTIAL	DESIRABLE
	<ul style="list-style-type: none"> • Excellent demonstrable time management and organisational skills. • Ability to work as a member of a multi disciplinary team • Commitment to undertake further relevant training and self directed study • Ability to work independently and manage complex caseload with the support of clinical and management supervision • Ability and skills to supervise junior staff • The ability to reflect on and critically appraise own performance. • To have the ability to manage own caseload and act as lead practitioner. • Ability to manage and organise own time and diary, and work flexibly and creatively in a clinical context and pressurised situations. • The ability to follow policy and make proposals for change. • The ability to maintain clinical records both written and electronic. • The ability to cope with stressful situations including maintaining a high degree of professionalism in the case of highly emotive and distressing problems. 	



ATTRIBUTES	ESSENTIAL	DESIRABLE
	<ul style="list-style-type: none"> • A commitment to undertake further relevant training and self-directed study. • Punctual and flexible across hours of work when required. • A commitment to the inclusion of young people's, parent/carer views in service delivery, development and design. • Willingness to contribute to team functioning, performance and the ongoing development of the service. 	
Other	<ul style="list-style-type: none"> • Current driving licence and car driver – this post has a community focus and there will be daily travel • Ability to travel across the MFT footprint • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies. 	