

MANYLEB BERSONOL

Teitl y Swydd: Therapydd Iaith a Lleferydd Arbenigol BIPBC

	HANFODOL Ni ellir penodi'r deilydd swydd heb y nodweddion hyn	YN GWEITHIO TUAG AT	DULL ASESU
Cymwysterau	- Gradd gydnabyddedig / cymhwyster cydnabyddedig cyfwerth mewn Therapi Iaith a Lleferydd - HCPC Cofrestredig - Gallu dangos datblygiad proffesiynol parhaus e.e. portffolio datblygiad proffesiynol parhaus cyfredol, perthnasol	- Aelodaeth â grŵp rhwydwaith clinigol priodol - Cymhwyster proffesiynol neu academiaidd arall sy'n ymwneud ag arfer clinigol - Tystysgrif Addysgwr Lleoliad Ymarfer wedi'i Achredu	Tystysgrifau Cyfweliad
Profiad	- Amrywiaeth o brofiad clinigol ar draws gwasanaethau Therapi Iaith a Lleferydd i Oedolion / Plant - Dirprwyo i staff sydd heb gofrestru - Tystiolaeth o addysgu o fewn swydd - Cysylltiad ag archwilio clinigol - Profiad o ddatblygu / gwella gwasanaethau - Cyfrannu at hyfforddiant myfyrwyr - Tystiolaeth o fynychu cyrsiau arbenigol byrion perthnasol	- Dirprwyo i staff sydd wedi cofrestru - Profiad o ddarparu addysg glinigol yn y maes arbenigol - Profiad sylweddol o arwain timau aml-broffesiynol / amlddisgyblaethol - Profiad o gyflwyno / cefnogi newid arfer gwasanaeth - Darparu Goruchwyliaeth Arfer - Darpariaeth therapi Cymraeg / Saesneg - Profiad clinigol ychwanegol neu'n sy'n gysylltiedig â profiad - Profiad o arwain datblygu / gwella gwasanaethau	Geirdaon Cyfweliad

		• Profiad o ymchwil	
Gwybodaeth a Sgiliau	• Sgiliau rhyngpersonol ardderchog • Yn gallu datrys problemau • Sgiliau trafod • Gwybodaeth am offer asesu • Yn gallu hunanwerthuso • Sgiliau canolbwyntio • Sgiliau blaenoriaethu • Sgiliau myfyrio a dadansoddi • Sgiliau gwahaniaethu clywedol • Sgiliau gwrando da • Gallu i weithio fel aelod o dîm • Sgiliau arsylwi • Sgiliau cyflwyno da ar lafar ac yn ysgrifenedig • Profiad a gwybodaeth glinigol amrywiol • Tystiolaeth o astudiaeth ddiweddar yn y maes clinigol perthnasol • Deall moeseg broffesiynol a'u deunydd mewn ymarfer • Gallu yn Gymraeg / Saesneg sy'n cyfateb i ddarpariaeth asesu a therapi sy'n ieithyddol briodol • Ymwybyddiaeth o rolau gweithwyr proffesiynol eraill sy'n gysylltiedig â gofalu am ddefnyddwyr gwasanaeth sy'n rhan o lwyth achosion cytûn	• Sgiliau rhesymu clinigol uwch • Gallu beirniadu papurau ymchwil a rhoi darganfyddiadau perthnasol ar waith • Dangos dealltwriaeth a chymryd rhan mewn llywodraethu clinigol ac asesu risg • Gwybodaeth eang am ddeddfwriaeth / polisi iechyd • Yn gallu adrodd ar wybodaeth ystadegol / data gwasanaeth a chyflwyno adroddiadau a dogfennau yn unol â safon uchel • Gwybodaeth a sgiliau Cyfathrebu Amgen a Chryfhaol • Siaradwr Cymraeg	• Geirdaon • Cyfweliad • CV • Tystysgrifau • CPD • Portffolio

	• Sgiliau effeithiol o ran cynllunio, rheoli amser a threfnu • Sgiliau IT • Ymwybyddiaeth o egwyddorion archwilio / llywodraethu clinigol		
Sgiliau cyfathrebu a pherthynas	• Yn empathig • Hunangymhelliant ac yn gallu symbylu eraill • Yn gallu gweithio o dan amodau sy'n gallu bod yn llethol ar lefel emosiynol • Hyblyg • Gallu ymdopi ag amgylchedd gwaith prysur gyda chyfnodau o darfu drwy gydol y diwrnod gwaith. • Gallu blaenoriaethu eich llwyth gwaith eich hun a'r tîm • Gallu gweithio'n hyblyg ac yn annibynnol • Gallu myfyrio a gwerthuso eich perfformiad eich hun yn feirniadol. • Gallu dangos doethineb a diplomyddiaeth wrth weithio ag eraill.		• Cyfweliad • Geirdaon
Gofynion Perthnasol Eraill	• Gweledigaeth glir o'ch rôl / ymrwymiad i'r tîm a'r adran • Hyblyg ac yn gallu addasu at heriau newydd a newid • Gallu gweithio'n hyblyg yn unol â newidiadau amrywiol y gwasanaeth • Gallu bodloni gofynion teithio'r swydd		• Ffurflen gais • Cyfweliad • Gwirio dogfennau

PERSON SPECIFICATION

Job Title: Speech and Language Therapist Specialist

	ESSENTIAL The qualities without which a post holder could not be appointed	WORKING TOWARDS	METHOD OF ASSESSMENT
Qualifications	• Recognised qualification degree / equivalent in S&LT • HCPC registered • Able to demonstrate continuing professional development e.g. up to date, relevant CPD portfolio	• Membership of appropriate clinical network group • Other professional or academic qualification which relates to clinical practice • Accredited Practice Placement Educator Certificate	Certificates Interview
Experience	• A range of clinical experience across Adult / Paediatric SLT services • Delegation to non-registered staff • Evidence of teaching within post • Involvement in clinical audit • Experience in service development / improvement • Contributing to Student training • Evidence of attendance on relevant specialist short courses	• Delegation to registered staff • Experience of delivering clinical education in area of specialty • Experience of leading multidisciplinary / multiprofessional teams • Experience of delivering / supporting service change • Delivering Practice Supervision • Welsh / English therapy provision • Additional clinical or health care related experience • Experience in leading service development / improvement • Experience in research	References. Interview.

Knowledge & Skills	• Excellent interpersonal skills • Ability to problem-solve • Negotiation skills • Knowledge of assessment tools • Ability to self-evaluate • Concentration skills • Prioritisation skills • Reflection and analytical skills • Auditory discrimination skills • Good listening skills • Ability to work as a team member • Observation skills • Good presentation skills oral and written • Varied clinical experience and knowledge • Evidence of recent study in relevant clinical area • Understanding of professional ethics and their application in practice • Welsh / English competency that is compatible with linguistically appropriate assessment and therapy provision • Awareness of roles of other professionals involved in care of service users on agreed caseload • Effective planning, time management and organisational skills • IT skills	• Advanced clinical reasoning skills • Able to critique research papers and implement relevant findings • Demonstrate understanding & involvement of clinical governance and risk assessment • Broad knowledge of health legislation / policy • Ability to report statistical information / service data and present reports and documents to a high standard • Alternative and Augmentative Communication knowledge & skills • Welsh speaker	• References • Interview • CV • Certificates • CPD • Portfolio
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	• Awareness of principles of clinical governance / audit		
Communication & relationship skills	• Empathic • Self-motivating and ability to motivate others • Ability to work under emotionally stressful conditions • Flexible • Able to cope with a busy working environment, with periods of interruption throughout the working day • Ability to prioritise own workload and that of the team • Able to work flexibly and independently • Ability to reflect and critically appraise own performance • Be able to demonstrate tact and diplomacy when working with others.		• Interview • References
Other Relevant Requirements	• Clear vision of role / commitment to team and department • Flexible and able to adapt to new challenges and change • Able to work flexibly according to the changing needs of the service • Ability to meet the travel requirements of the post		• Application form • Interview • Document check