

PERSON SPECIFICATION

Post: Senior Grade Speech and Language Therapist		Date Updated: July 2026
	Essential Criteria	Desirable Criteria
Qualifications and Experience	- Be registered, or be eligible for registration, as a Speech and Language Therapist by the Speech and Language Therapists Registration Board at CORU. And - Have 3 years full time (or an aggregate of 3 years full time) post qualification clinical experience And - Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office. And - Provide proof of Statutory Registration on the Speech and Language Therapist Register maintained by the Speech and Language Therapists Registration Board at CORU before a contract of employment can be issued. - On appointment, practitioners must maintain annual registration on the Speech and Language Therapists Register maintained by the Speech and Language Therapists Registration Board at CORU. And - Practitioners must confirm annual registration with CORU to Enable Ireland - Be eligible to work in the state. - Previous speech and language therapy experience working with children with a range of disabilities including physical, sensory, intellectual and autistic spectrum disorder.	- Experience of inter/transdisciplinary team working - Any relevant post graduate training specific to child disability services - Qualification in the management of Feeding, Eating, Drinking, & Swallowing. - Specific training and experience in assessment of Autistic Spectrum Disorder. - Experience in assessment of children who have a physical and/or sensory disability and/or intellectual disability. - Experience of supporting children/young persons with life limiting conditions. - Previous experience in a senior post. - Experience of completing assessments under the AON process.
Organisational and professional Knowledge	- Knowledge of Enable Ireland Services - Understanding of, and commitment to the Social Model of Disability	Demonstrate experience in the provision of mentoring, coaching and supervision.

	• Understanding of the role of other disciplines in the inter/transdisciplinary team • Understanding of Best Practice in Record Keeping • Understanding of legislation relevant to the post e.g. Disability Act, Data Protection Act • Good knowledge of the disability sector and an understanding of the challenges for Persons with disabilities in Ireland • Knowledge and understanding of the theory and frameworks of assessment and intervention in Speech & Language Therapy • Understanding and knowledge of Progressing Disability Services. • Understanding and knowledge of clinical support and supervision. • Evidence and commitment to continuous professional development.	• Knowledge of Inter/transdisciplinary working • Experience of Assessment of Need • Experience of caseload prioritisation systems
Core Competencies	• Demonstrates competency in written and verbal communication skills • Good communication and interpersonal skills with adults and children • Knowledge of statutory framework in the area of disability and children • Ability to organise work load in an effective manner • Good recording practice • An awareness and of professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Ability to work in an inter/transdisciplinary team and across teams. • Ability to deliver training to parents, staff or other agencies. • Participation in clinical supervision to ensure the maintenance of clinical service standards and assuring quality.	• Experience in the provision of clinical supervision • Demonstrate evidence of managing change. • Demonstrate evidence of leading out on new initiatives. • Experience of electronic record keeping • Presentation skills to parents and educators
Special Aptitudes and Circumstances	• Innovative, creative and takes initiative. • Flexibility, adaptability and openness to change. • Proactive approach to work • Ability to work across teams/services. • Willingness to embrace organisational development and change.	• Experience of facilitating groups
Other	• Clean driving license • Use of own car	• Flexibility in work schedule