



JOB DESCRIPTION

Job:	Speech and Language Therapist, Clinical Specialist in Intellectual Disability 0-18 years
Location:	CHO 1 Cavan
Contract Hours:	35 hours per week
Contract Type:	12 month fixed term contract
Report to:	Children's Disability Network Manager (CDNM)

Overall Purpose of the Post:

The Speech and Language Therapist, Clinical Specialist will provide advanced specialist assessment, intervention and clinical leadership within an inter-disciplinary disability service supporting children and young people presenting with complex needs arising from their disability aged 0-18 years within CHO 1, Cavan.

The postholder will deliver evidence-informed, person-centred and trauma-informed communication supports that support individuals to communicate effectively and participate in daily life.

The SLT Clinical Specialist will use clinical reasoning skills to provide specialist support and advice to the SLT team and other staff whilst maintaining a clinical caseload on the CDNT, Cavan.

The SLT Clinical Specialist will work collaboratively within the interdisciplinary team, with individuals, families and circles of support and will contribute to holistic assessment, family centred practice and coordinated interventions that promote inclusion, autonomy and quality of life utilising a neuro-affirmative framework.

The role will also contribute to clinical governance, service development, quality improvement and capacity building across the service, supporting best practice in Speech and Language Therapy within children's disability services.

The postholder will participate in ongoing audit and appropriate work-related research/evaluation projects in areas relevant to intellectual disability.

Duties:

Professional / Clinical

- Identify and prioritise the requirements of the service within a constantly changing environment.
- Oversee, monitor and uphold the standards of professional practice through clinical audit, supervision and training.
- Operate within the scope of Speech & Language therapy practice as per CORU requirements and in accordance with local guidelines.

- Be responsible for a clinical caseload.
- Ensure a high standard of speech & language assessment, treatment and management is provided for service users under his/her care.
- To assess, develop and implement speech & language therapy supports for specialist caseload, and to provide advice in specialist field.
- Ensure the privacy and dignity of the service user is respected at all times.
- Keep abreast of research and practice developments in relevant clinical area(s); advise on and, introduce improvements / changes to work practices, procedures, techniques or technology in light of new developments.
- Communicate with other Clinical Specialists nationally and internationally to further develop clinical excellence and research.
- Act as an advanced clinical advisor in the area of intellectual disability to Speech & Language Therapists and other Health Care Professionals regarding the management of complex cases.
- Keep accurate written and/or electronic records on the assessment, treatment, outcome and other information relevant to service users.
- Serve on and provide specialist advice to committees / working groups that may be set up relevant to the area of clinical speciality.
- Participate in relevant service and professional meetings.
- To have effective communication with all other centre personnel and with external medical personnel from other agencies / units.
- To support any appropriate research in developing evidence-based practice.
- To manage and prioritise own clinical caseload efficiently and effectively.
- Use evidence-based practice, audit, and outcome measures and published research to inform, measure and evaluate your own work and current practice.
- To take part in and support any relevant audit and research activity.
- Promotes the profile of the speciality and profession locally, nationally and internationally.
- Demonstrating effective planning / preparation for meetings, case conferences, in-services training etc.
- Developing, introducing and promoting initiatives that will ensure professional practice.
- Identifying service development needs and communicating these needs to all relevant stakeholders.
- Contributing professional expertise to wider organisation initiatives/committees/steering groups at local, national and international levels.

Education and Training

- Participate in mandatory training programmes.
- Maintain standards of practice and levels of professional knowledge by participating in continuous professional development initiatives and attendance at courses as appropriate.
- Engage in professional clinical Speech & Language therapist supervision and in peer support with Speech & Language therapy colleagues.
- Ensure newly qualified therapists have adequate induction and clinical supervision and assist in implementing annual staff development and performance review.
- Be responsible, in partnership with local General Management, for the practice education of student therapists through provision of placements and through support for therapists who are practice educators within their departments.
- Critically evaluating relevant literature and the incorporation of this into evidence based practice in all areas e.g. clinical guidelines and standards, assessment, treatment etc.
- Monitoring and evaluating effectiveness of interventions and modifying accordingly where the evidence base is incomplete.
- Promoting and demonstrating best practice at all times.
- Disseminating available evidence based information to influence the clinical practice of all staff within the area of responsibility.
- Facilitating integration of the most up to date research theory into practice.

Quality, Health & Safety and Risk

- Develop and monitor implementation of agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.

- Ensure the safety of self and others, and the maintenance of safe environments and equipment used in Speech & Language Therapy in accordance with legislation.
- Assess and manage risk in their assigned area(s) of responsibility.
- Take the appropriate timely action to manage any incidents or near misses within their assigned area(s).
- Report any deficiency/danger in any aspect of the service to the team or Manager as appropriate.
- Develop and promote quality standards of work and co-operate with quality assurance programmes.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
- Identifying and prioritizing the requirements of their service area within a constantly changing environment.
- Developing and implementing service/ business plans, quality initiatives audits etc and reports on outcome in collaboration with line manager and other stakeholders.
- Providing a flexible service that is responsive to service user needs in the context of available resources.
- Understanding and promoting the role of their service area and their department within the larger organisation.
- Co-ordinating the collection and analysis of statistical information and participating in service audits as per service guidelines.

Leadership and Service development

- Identifies changing needs and opportunities to improve services in the organisation and wider health care structure.
- Identifying and prioritizing the requirements of change within their service area, organisation and the wider health care structure.
- Driving change and promoting and encouraging others when implementing change.
- Challenging the standards of quality and efficiency in service provision and striving to find ways in which standards of care can be improved.
- Developing and implementing new service initiatives in collaboration with line manager and other appropriate stakeholders (e.g. national organisations etc).
- Promoting their area as a centre of excellence in a specific speciality.

Research

- Understanding the principles of research and research methodology which underpin an analytical approach to clinical practice.
- Leading, facilitating and/or participating in research projects relevant to their specialism at a local level.
- Engaging with all the relevant stakeholders in respect of research issues
- Leading the dissemination of the findings both locally and in the wider health care arena at professional and national conferences etc.
- Exploring innovative ways for them and/or their team to contribute to research in their clinical area.

Additional

- Writing up research, case studies, and critical reviews for publication in peer reviewed Journals/publications in the clinical field.
- Identifying gaps in the evidence base and initiating /facilitating research to enhance evidence based practice locally, nationally and internationally.
- Leading and facilitating research projects relevant to their specialism at a national and international level

Management

- Be responsible for the co-ordination and delivery of Speech & Language therapy service provision in Cavan CDNT.
- Review and allocate resources within the designated area, in collaboration with relevant others.
- Develop and implement strategic service and business plans, quality initiatives, audits etc. based on up to date evidence-based practice and report on outcomes.
- Foster and lead a culture and practice of; evaluating service outcomes; data collection; implementing quality improvement initiatives as appropriate.
- Oversee the upkeep of accurate records in line with best clinical governance, organisational requirements and relevant legislation e.g. FOI, GDPR
- Record, collate and submit statistics, including key performance indicators, within agreed timeframes.
- Promote good team working, and a culture that values diversity.
- Work within the multidisciplinary team and liaise with staff to ensure effective communication.
- Liaise with the Manager regarding the needs, interests and views of Speech & Language Therapy staff.
- Represent the department / team at meetings and conferences as appropriate.
- Engage in IT developments as they apply to service user and service administration.
- Keep up to date with developments within the Health Service.

Additional Duties & Responsibilities relevant to the role

Applicants must demonstrate experience in trauma-informed, neuro-affirmative and person-centred clinical practice, recognising the impact of communication differences, sensory processing preferences and life experiences on engagement with services.

Candidates must demonstrate depth and breadth of experience in providing Speech and Language Therapy assessment and intervention for children and young people with complex intellectual disability including;

- ❖ Knowledge and extensive clinical experience of how intellectual disability can impact communication
- ❖ Knowledge and clinical experience of working with children and young people presenting with complex needs arising from their disability
- ❖ Clinical experience working with children and young people presenting with Feeding Eating Drinking and Swallowing difficulties
- ❖ Augmentative and alternative communication (AAC)
- ❖ Supporting communication in individuals with sensory, behavioural or cognitive differences
- ❖ Development of communication supports and strategies across environments
- ❖ Understanding of the role of the Speech and Language Therapist in disabilities and working with the person, their environment and their wider community
- ❖ Previous experience of working within an interdisciplinary team context
- ❖ Experience in providing education and training in communication to other professionals and disciplines

The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post, which may be assigned to him/her from time to time, and to contribute to the development of the post while in office.

To minimise exposure to breaches of GDPR, strict compliance is required in the course of carrying out the duties of this job and working with others. This will include but is not limited to compliance with Enable Ireland's suite of GDPR Policies & Procedures, attending all GDPR Training sessions and ensuring personal responsibility for implementing safeguards and measures as directed.

Responsible to: Children's Network Disability Manager (CDNM)

Probation:	A probationary period of 6 months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion. The probationary period may also be extended to facilitate statutory leave.
Salary:	The current salary scale for this post is €68,897 to €80,302 pro rata per annum. This pay scale is subject to increases in 2026 in accordance with the recent WRC agreement towards enhanced pay adjustments in Section 39 organisations.
Annual leave:	Annual leave entitlement is 33 days pro rata per annum.
Pension scheme:	Enable Ireland operates a contributory pension scheme, which all staff may join following start date.
Medical:	The successful candidate will be required to undergo a medical assessment.
Garda Clearance/ Police Clearance:	These will be required for all prospective staff who undertake relevant work or activities relating to children or vulnerable persons.
Sick Pay: (If applicable)	All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 6 months continuous service with the Company sick pay will be as follows: Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period. Previous service tenure on a CDNT, which was managed by Enable Ireland as Lead Agency, and/or inwards secondment to Enable Ireland, qualifies for eligibility of Enable Ireland's sick pay benefits as outlined in the Enable Ireland Sick Leave Policy.
Redeployment	In exceptional circumstances the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.