

PERSON SPECIFICATION

Post: Speech & Language Therapist, Clinical Specialist in Intellectual Disability		
Date Updated: July 2026		
	Essential Criteria	Desirable Criteria
Qualifications and Experience	• Statutory Registration, Professional Qualifications, Experience, etc Candidates for appointment must be: • Be registered as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU. And • Have 5 years full time (or equivalent) years post qualification clinical experience of which 4 years full time (or equivalent) must be consecutive in the required area of specialism. And • Demonstrate a proven record of clinical excellence in the specialism And • Professional Development and Practice Candidates must demonstrate evidence of continuing professional development relevant to the required area of specialism, in the form of postgraduate qualifications or relevant courses. And • Candidates must demonstrate achievement in the areas of clinical audit,	• Experience and/or training in clinical supervision. • Group work • Supervision of other staff and students • Speech & Language caseload management • Experience of delivering education and / conducting research • Experience in service development and practice standards development • Experience in coordinating clinics and leading and working at a consultative level in clinics alongside consultant and other lead therapists

	quality improvement initiatives, practice development, teaching and research. And • Candidates must have the requisite knowledge and ability (including a high standard of suitability, management, leadership and professional ability) for the proper discharge of the duties of the office. And • Provide proof of Statutory Registration on the Speech & Language Therapist Register maintained by the Speech & Language Therapists Registration Board at CORU <u>before a contract of employment can be issued.</u> <u>Annual Registration</u> 1. On appointment, practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU. 2. Practitioners must confirm annual registration with CORU to Enable Ireland • Be employed as a Senior Speech & Language Therapist working within a disability service • 5 years' experience in the area of Paediatric (0 – 18 years) disability service for children with complex needs • Minimum of 5 years' experience, 4 of which must include demonstrated experience working in the area of intellectual disability • Applicants must be eligible to work in the state. <i>Please review the criteria at the following link https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits and ensure you meet the requirements before submitting your application</i>	
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	Valid driving licence for within the state / jurisdiction with access to own transport in order to deliver services across a large geographical area	
Organisational and Professional Knowledge	- Demonstrate development of professional reasoning and behaviour showing a clear understanding of the role of the Speech & Language Therapist working within the disability sector with a range of physical, sensory, learning disabilities, autism or developmental delay. - Demonstrate evidence of advanced clinical experience, knowledge reasoning and skills in the assessment, planning, implementation, evaluation and modification of treatment programmes for service users including Augmentative and Alternative Communication (AAC) experience - Demonstrate an understanding of the model of inter disciplinary team working. - Demonstrate a clear understanding of a family centred approach in the delivery of services to children and young people with disabilities - Understanding and knowledge of Enable Ireland services - Understanding and knowledge of Progressing Disability Services for Children & Young People (PDS) - Understanding and knowledge of clinical support and supervision. - Demonstrate a proven record of clinical excellence and achievement in the areas of clinical audit, quality improvement initiatives, practice development, advanced clinical reasoning, teaching and research - Demonstrate evidence of continuing professional	

	development relevant to the required area of specialism, in the form of post-graduate qualifications or relevant courses • Knowledge of a range of assessment and intervention approaches relevant to children 0 – 18 years with a range of disabilities.	
Core Competencies Planning & Managing Resources	The post holder will demonstrate an ability with regard to: • Manage a caseload including the ability to carry out/contribute to assessments, interventions and diagnosis to children 0 – 18 years with a range of disabilities/ developmental delay including physical, sensory, learning disabilities and autism. • Demonstrate evidence of appropriate planning and balancing clinical demands with other responsibilities through effective time management and organisation skills • Evidence of IT skills to enable service and statistical analysis, health care records documentation, report writing and email communication • Exercises a high degree of professional autonomy in the analysis of highly complex facts or situations that contribute to the implementation of a treatment or management strategy for the service user. • Provide clinical supervision to ensure the maintenance of clinical service standards and assuring quality. • Manage the overall performance of therapists, volunteers/students	
Judgement & Evaluation	• Demonstrates the ability to effectively analyse and critically evaluate complex information and make appropriate decisions. • Explains the rationale behind decisions confidently when faced with opposing or competing demands. Is objective but	

	also aware of sensitivities in their approach. • Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties and/or to respond to changing needs. Recognises how service constraints impact on service delivery. • Demonstrate evidence based practice through the process of clinical reasoning and decision making, allowing knowledge to be applied to complex/different situations • Ensure decisions made are professional, ethical and consistent in manner. • To recognise when further intervention in relation to decision making is required. • Make informed decisions based on best available information while taking into account the context and situation within which the decision is being made	
Professional Development & Standards in Service	▪ Deliver a quality evidence-based service, and report on same as necessary. ▪ Demonstrates sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of children aged 0- 18 years with physical, sensory, learning disability, developmental delay and autism. ▪ Have an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Participate in training in line with legal and professional standards	▪ Experience / knowledge of providing parent training ▪ Experience of working with children individually and in groups
Team Working	• Realise the importance of teamwork in the planning and delivery of services. • Recognises the contribution of other clinical and professional staff.	

	• Understands the complexity of working in a team and team dynamics. • Mentor and act as a role model for therapists, volunteers and placement students.	
Leadership	• Shows evidence of managing change successfully. • Ability to influence people and events • Takes the responsibility for the achievement of service delivery targets • Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service • Build credibility and portrays the profession in a positive light by being professional and well informed by demonstrating determination and initiative to achieve results and improve the service	
Building & Maintaining Working Relationships	• Demonstrates sound interpersonal skills including the ability to collaborate effectively with a wide range of people, colleagues, families, carers etc • Demonstrates sensitivity, diplomacy and tact when dealing with others and is patient and tolerant when dealing with conflict or negative attitudes from others. • Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view. • Communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Understands the importance of good communication within the organisation	
Special Aptitudes	• Flexibility in service delivery. • Proactive approach to overall performance • Willingness to embrace organisational development and change	

