



Speech and Language Therapist, Senior (Paediatrics)
Teiripeoir Urlabhra & Teanga, Sinsearach
Integrated Health Areas of Dublin North County and Dublin North City & West
Job Specification & Terms and Conditions

Job Title, Grade Code	Speech and Language Therapist, Senior (Paediatrics) Teiripeoir Urlabhra & Teanga, Sinsearach <i>Grade Code: 3379</i>
Remuneration	The salary scale for the post is: (01/06/2026): €65,197, - €66,587, - €68,021, - €69,442, - €70,864, - €72,358, - €73,935, - €75,506, - €76,767 New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.
Campaign Reference	DNE26203
Closing Date	Tuesday 27 th October 2026.
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	Integrated Health Areas (IHA) of Dublin North County (DNC) and Dublin North City & West (DNCW) (Limistéir Shláinte IHA mhtháite IHA ntae Bhaile Átha Cliath Thuaidh agus Chathair Bhaile Átha Cliath Thuaidh & Thiar) The current vacancies available are: - 1 permanent / part-time position available in Scoil Chiaráin, Saint Canice's Road, Glasnevin, Dublin 11. There is flexibility in delivering the part time hours across 3 – 5 days. *PLEASE NOTE: this is a Supplementary Campaign* If you are already on the Speech and Language Therapist, Senior (Paediatrics) panel reference numbers DNCC250235 formed in 2025 and DNE26158 in 2026, please note you do NOT need to apply for this campaign. No panel will be formed as a result of this campaign. Successful candidates will be placed on an order of merit and will be offered posts based on their position on the order of merit on a 'take it or leave it' basis.
Informal Enquiries	We welcome enquiries about the role. Contact Andrew Murphy, Community Healthcare Network Manager, andrew.murphy1@hse.ie / 086-0225670 for further information about the role

	Contact Nicola Hutchinson, nicola.hutchinson@hse.ie for enquiries relating to the recruitment process.
Details of Service	The HSE has created six new health regions. Each region is responsible for providing both hospital and community care for the people in that area. Bringing community health services and hospitals together means we can take a more patient-centred approach to healthcare. HSE Dublin North East provides health and social care to North Dublin, Louth, Meath, Monaghan and most areas of Cavan. Community Healthcare Services are delivered through the HSE and its funded agencies to people in local communities, as close as possible to people's homes. Community Healthcare Services focus on keeping you well so that you can continue to live at home or close to home through our health promotion, disease screening, diagnosis, treatment, and rehabilitation programs. You can refer yourself to most Community Healthcare Services or through your GP, public health nurse, community mental health team, etc. Services include - Primary Care, Social Care - Older Persons, Social Care – Disabilities, Mental Health, Health and Wellbeing, Quality, Safety and Service Improvement. HSE Dublin North East Region includes the following hospitals; • Beaumont Hospital • Cavan General Hospital • Connolly Hospital • Louth County Hospital • National Orthopaedic Hospital Cappagh • Monaghan General Hospital • Mater Misericordiae University Hospital • Our Ladys Hospital Navan • Our Lady of Lourdes Hospital • Rotunda Hospital The person appointed to this post will work as a Senior Speech & Language Therapist in their designated clinical area, taking a lead role in the delivery of a quality speech & language therapy service. The Speech and Language Therapist providing support to Scoil Chiaráin Special School, is based in school and works alongside a Senior Occupational Therapist to provide support to pupils attending the school. Services are provided in conjunction with the child's local Children's Disability Network Team or primary care team. The speech and language therapist is part of the primary care speech and language therapy service within the Finglas Network.
Reporting Relationship	Your professional reporting relationship for clinical governance and clinical supervision will be to the Speech and Language Therapist Manager.
Key Working Relationships	• You will work as part of the team, with other health and social care professionals, and medical professionals from Primary Care and Children Disability Network Teams across the Regional Health Area. • You will work as part of the Paediatric Speech and Language Therapy team, involved in planning service development and provision across the wider area • You will work as part of the Paediatric Speech and Language Therapy team, to plan assessment and therapy provision and to advocate for your clients and your colleagues • You will develop close working relationships with other local service providers. • You will develop close working relationships with the school principal and with school staff.
Purpose of the Post	• To provide a quality Speech & Language Therapy Service to clients in Dublin North County (DNC) and Dublin North City & West (DNCW), in particular to pupils attending Scoil Chiarain Special School.

	• To be responsible for the provision of a high quality Speech and Language Therapist service in accordance with standards of professional practice. • To work in conjunction with other team members and school staff in co-ordinating and developing the service to meet the needs of the population it serves in line with the objectives of the organisation. • To work with the Speech and Language Therapist Manager in ensuring the co-ordination, development and delivery of a quality, client centred Speech & Language Therapist service across and between networks in the geographical area.
Principal Duties and Responsibilities	<i>The Speech and Language Therapist Senior will:</i> <u>Professional / Clinical</u> • Be responsible for assessment, diagnosis, planning, implementation and evaluation of treatment / intervention programmes for service users according to professional standards. • Make clinical decisions following assessment of complex cases. • Arrange and carry out assessment and treatment / intervention programmes in appropriate settings (e.g. clinic, home, school, day centre) in line with local policy / guidelines. • Communicate results of assessments and recommendations to the service user and relevant others as appropriate. • Document all assessments, diagnoses, treatment / intervention plans, clinical notes, relevant contacts and summaries in accordance with department and professional standards. • Collaborate with service user, family, carers and other staff in goal setting and treatment / intervention planning. • Provide clinical leadership in the day-to-day running of the service by supporting and supervising staff, prioritising and allocating work and promoting positive staff morale. • Be responsible for maintenance of standards of practice of self and designated staff. • Foster close working relationships with colleagues and other relevant professionals in maximising service user potential. • Actively engage in team based performance management. • Provide support and information in relation to communication and / or feeding, eating, drinking and swallowing disorders etc. to service users and relevant others. • Participate in teams; communicating and working in collaboration with the service user and other team members as part of an integrated package of care. • Attend clinics and participate in relevant meetings, case conferences and ward rounds as appropriate. • In conjunction with the Speech and Language Therapist Manager, contribute to the development and implementation of procedures, policies and guidelines while adhering to existing standards and protocols. • Seek advice and assistance from the Speech and Language Therapist Manager with any assigned cases or issues that prove to be beyond the scope of his / her professional competence in line with principles of best practice and clinical governance. • Participate in and develop activities which support health promotion. • Ensure that professional standards are maintained in relation to confidentiality, ethics and legislation. • Operate within the scope of Speech and Language Therapy practice as per CORU requirements and in accordance with local guidelines. • Carry out other duties as assigned by the Speech and Language Therapist Manager. <u>Education and Training</u> • Participate in mandatory training programmes. • Participate in continuing professional development including in-service training, attending and presenting at conferences / courses relevant to practice, contributing to research etc. as agreed by the Speech and Language Therapist Manager. • Engage in professional clinical supervision with the Speech and Language Therapist Manager.

	• Engage in peer support with Senior Speech and Language Therapist colleagues. • Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate. • Manage, participate and play a key role in the practice education of student therapists. Take part in teaching / training / supervision of other Speech and Language Therapy and non-Speech and Language Therapy staff / students and attend practice educator courses as appropriate • Ensure newly qualified therapists have adequate induction and clinical supervision and assist in implementing annual staff development and performance review. <u>Health and Safety</u> • Promote a safe working environment in accordance with Health and Safety legislation. • Be aware of and implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards. • Be aware of risk management issues. Adequately identifies, assesses, manages and monitors risk within their area of responsibility. • Document appropriately and report any adverse incidents, near misses, hazards and accidents in accordance with organisational guidelines. • 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. <u>Administrative</u> • Be responsible for the co-ordination and delivery of service in designated area(s). • Review and allocate resources within the designated area, in collaboration with the Speech and Language Therapist Manager and relevant others. • Promote good working practice and uniformity of standards of best practice. • Promote quality by reviewing and evaluating the Speech and Language Therapy service regularly, identifying changing needs and opportunities to improve services, in collaboration with the Speech and Language Therapist Manager and relevant others. • Develop and implement service / business plans, quality initiatives, audits etc. and report on outcomes in collaboration with the Speech and Language Therapist Manager. • Collect and evaluate data about the service user group and demonstrate the achievement of the objectives of the service. • Oversee the upkeep of accurate records in line with best clinical governance, organisational requirements and the Freedom of Information Act, GDPR, and render reports and other information / statistics as required. • Represent the department / team at meetings and conferences as appropriate. • Liaise with the Speech and Language Therapist Manager regarding the needs, interests and views of Speech and Language Therapy staff. • Promote good team working, and a culture that values diversity and respect. • Participate in the management of Speech and Language Therapy stock and equipment in conjunction with the Speech and Language Therapist Manager. • Engage in IT developments as they apply to service user and service administration. • Keep up to date with developments within the organisation and the Irish Health Service. 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 them from time to time and to contribute to the development of the post while in office.
Eligibility Criteria	Candidates must have at the latest date of application: <u>1. Statutory Registration, Professional Qualifications, Experience, etc</u>

Qualifications and/ or experience	(a) Candidates for appointment must: (i) Be registered or be eligible for registration, as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU. And (ii) Have 3 years full time (or an aggregate of 3 years full time) post qualification clinical experience. And (iii) Candidates must 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 (iv) 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>2. Annual registration</u> (i) On appointment, practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU. And (ii) Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. Character Each candidate for and any person holding the office must be of good character.
Post Specific Requirements	Demonstrate depth and breadth of experience in the in the area of Paediatrics as relevant to the role. Knowledge and experience in the area of eating, drinking and swallowing is desirable but not essential.
Other requirements specific to the post	• Must have access to appropriate transport in order to fulfil the requirements of the role.
Additional eligibility requirements:	Citizenship Requirements Eligible candidates must be: (i) EEA, Swiss, or British citizens OR (ii) Non-European Economic Area citizens with permission to reside and work in the State Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status. To qualify candidates must be eligible by the closing date of the campaign.

Skills, competencies and/or knowledge	<i>The candidate must demonstrate:</i> Professional Knowledge and Experience <i>For example:</i> • Demonstrate clinical knowledge, clinical reasoning skills and evidence based practice appropriate to carrying out the duties and responsibilities of the role in line with relevant legislation and standards. • Demonstrate an appropriate level of understanding of the Speech and Language Therapy process, the underpinning theory and its application to the role. • Demonstrate evidence of having applied / used appropriate assessment tools and treatments and a knowledge of the implications of outcomes for service users. • Demonstrate the knowledge, abilities and technical skills required to provide safe, efficient and effective service in the area of practice. • Demonstrate a willingness to engage and develop IT skills relevant to the role. Planning and Managing Resources <i>For example:</i> • Demonstrates the ability to plan activities and co-ordinate resources to ensure value for money and maximum benefit for the organisation. • Demonstrates ability to prioritise the most important tasks on an ongoing basis. • Demonstrates flexibility and adaptability in response to workforce demands. • Demonstrate ability to take initiative and to be appropriately self-directed. Managing and Developing (Self and Others) <i>For example:</i> • Demonstrates ability to lead by example and adapts leadership style to suit the demands of the situation and the people involved. • Demonstrate an ability to manage and develop self and others in a busy working environment. • Demonstrate the ability to work independently as well as part of a team, collaborates well with others. • Demonstrates the ability to react constructively to setbacks and to both give direction / feedback, and take direction / feedback, from others. • Demonstrates a commitment to continuous professional development and knowledge sharing. Commitment to providing a Quality Service <i>For example:</i> • Demonstrate a commitment to and the ability to lead on the delivery of a high quality, person centred service. • Demonstrates innovation in the provision of person-centred care and in overcoming resource limitations. • Ensures that all service users are treated with dignity and respect and ensures that the welfare of the service user is a key consideration at all times. • Works at an operational level to build alliances and learn how to best position service delivery to meet the needs of its service users. • Is open to change and supports the implementation of change. Evaluating Information and Judging Situations <i>For example:</i> • Demonstrate the ability to evaluate information and make effective decisions in relation to service user care. • 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. Recognises how service constraints impact on service delivery.
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	Communications and Interpersonal Skills <i>For example:</i> • Displays effective communication skills (verbal and written). • Tailors the communication method and the message to match the needs of the audience; demonstrates active listening skills. • Demonstrates effective interpersonal skills including the ability to collaborate in partnership with others. • Demonstrates sensitivity, diplomacy and tact when dealing with others; is patient and tolerant when dealing with conflict situations. Demonstrates strong negotiation skills; remains firm but flexible when putting forward a point of view
Campaign Specific Selection Process Ranking/Shortlisting / Interview	A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process. Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.
Diversity, Equality and Inclusion	The HSE is an equal opportunities employer. Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition. Read more about the HSE's commitment to Diversity, Equality and Inclusion
Code of Practice	The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process. Read the CPSA Code of Practice.
The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed. This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.	



Speech and Language Therapist, Senior (Paediatrics) Terms and Conditions of Employment

Tenure	The current vacancy available is permanent, part-time. The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working Week	The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 35 hours for the permanent position and 21 for the part-time position. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.
Annual Leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. <u>* Public Servants not affected by this legislation:</u> Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection of Children Guidance and Legislation	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998. Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities.

	You should check if you are a Mandated Person and be familiar with the related roles and legal responsibilities. Visit HSE Children First for further information, guidance and resources.
Infection Control	Have a working knowledge of 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.
Health & Safety	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.