Person Specification

Post: Basic Grade Speech & Language Therapist		**Date Updated:** November 2026
	Essential Criteria	**Desirable Criteria**
QUALIFICATIONS AND EXPERIENCE	• Be registered, or be eligible for registration, as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU (https://www.coru.ie/) **And** • 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** • Provide proof of Statutory Registration on the Speech & Language Therapist Register maintained by the Speech & Language Therapists Registration Board at CORU before a contract of employment can be issued. **Annual Registration:**	• Postgraduate experience of working with children with disabilities in a community based setting. • Postgraduate experience working with children with disabilities and complex needs • Postgraduate experience and/or training working with children with Feeding, Eating, Drinking & Swallowing (FEDS) needs. • Experience in conducting Assessment of Need assessments • Experience in augmentative and alternative communication (AAC). • Experience in working with children on the Autism Spectrum

	• On appointment, practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU **And** • Practitioners must confirm annual registration with CORU to Enable Ireland • Be eligible to work in the state • A Full Drivers License with access to own transport	
CORE COMPETENCIES **Planning & organising of activities and resources** **Professional development and standards in the service**	The post holder will demonstrate an ability to; • Organise their work load in a team environment to include the scheduling and carrying out of assessments, interventions, diagnosis and administration as part of a caseload management process. • Ensure an acceptable overall level of performance as a basic therapist. • 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. • Demonstrates sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of the relevant caseload	• Awareness of resource management • Experience of working with other team members • Experience of inter disciplinary working • Knowledge of assessment of need process

	▪ Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality. ▪ Demonstrate a clear understanding of the Bio Psycho Social model of disability and a Person Centred approach in the delivery of services to people with disabilities. ▪ Evidence of commitment to continuous professional development ▪ Broad knowledge of Progressing Disability Services for Children and Young People Programme ▪ Broad knowledge of Enable Ireland services	
Integrity and decision making	▪ Make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made.	• Presentation skills
Service delivery and initiative	▪ Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis.	
Building and maintaining working relationships	▪ Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. ▪ Demonstrate competency in written and verbal communication skills.	

Team working	▪ Realise the importance of teamwork and how as a team member their contribution is effective. ▪ Build credibility and portray the profession in a positive light by being professional and well informed to achieve results and improve the service. ▪ Excellent interpersonal and communication skills	