PERSON SPECIFICATION

Post: Senior Grade Speech and Language Therapist **Date Updated:** November 2026

	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	• Hold professional registration on the Speech & Language Therapist Register maintained by the by the Speech & 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 & Language Therapist Register maintained by the Speech & Language Therapists Registration Board at CORU before a contract of employment can be issued. **AND** • Eligible to work in the State. **<u>Annual registration</u>** • On appointment, practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU.	• Experience of interdisciplinary team working. • Experience working in a community setting • Minimum of 2 years' experience working with children with disabilities. • Experience working with children with Eating, Drinking and Swallowing difficulties. • Experience working with Augmentative & Alternative Communication (AAC). • Good written and spoken communication skills.

	AND • Practitioners must confirm annual registration with CORU to Enable Ireland.	
B. Organisational and Professional Knowledge:	• Demonstrate a developed professional reasoning and behaviour with a clear understanding of the role of the Speech & Language Therapist working within the disability sector. • Demonstrate an understanding of the models of interdisciplinary team working. • Demonstrate a clear understanding of the social model of disability and a person centred approach in the delivery of services to people with disabilities. • Understanding and knowledge of Enable Ireland services. • Understanding and knowledge of clinical support and supervision. • Evidence and commitment to continuous professional development.	• Knowledge of the disability sector and related areas. • Experience and/or training in clinical supervision of staff.
CORE COMPETENCIES **C. Planning and Organising of Activities and Resources:**	*The post holder will demonstrate an ability to:* • Manage a caseload including the ability to carry out assessments, interventions and diagnosis to the relevant user group. • Manage the overall performance of basic grade therapists.	
D. Judgement and Evaluation:	• Understand the practices and protocol in decision making. • Ensure decisions made are professional, ethical and consistent manner. • Recognise when further intervention in relation to decision making is required.	
E. Professional Development and Standards in Services:	• Deliver a quality evidence-based service, and report on same as necessary. • Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service. • Demonstrate sufficient clinical skills in assessment intervention	

	and diagnostics to meet the specific needs of the relevant caseload.	
F. Team Working:	• Mentor and act as a role model for basic grade therapists and placement students. • Participate in training and ensure all staff in the team are trained adequately in line with legal and professional standards.	
G. Leadership:	• Build credibility and portray the profession in a positive light by being professional and well informed by demonstrating determination and initiative to achieve results and improve the service. • Lead and take responsibility for team projects as requested by the team co-ordinator.	
H. 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. • Have a working knowledge of Microsoft Office packages and service related database systems.	
I. Special Aptitudes and Circumstances:	• Influence people and events. • Flexibility in service delivery. • Proactive approach to overall performance. • Willingness to embrace organisational development and change.	