Person Specification

Post : Senior Speech & Language Therapist		Updated: November 2026
	ESSENTIAL	**DESIRABLE**
Qualifications and Experience	• Be registered, or be eligible for registration, as a Speech & Language Therapist 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** • 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 Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU **before a contract of employment can be issued** **Annual Registration** • 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 • 3 years recent relevant post qualification experience which includes a minimum of 1 year post qualification experience of working with children with a range of	• Post graduate training and experience in Management of FEDS Disorders • Relevant post graduate training specific to 0 – 18 years. • Experience in conducting Assessment of Need. • Relevant training and experience in the assessment and intervention of children with autism. • Experience and/or training in clinical supervision.

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	disabilities / developmental delay and their families. • Experience of working with children aged 0 – 18 years and their families. • Valid driving licence for within the state / jurisdiction with access to own transport in order to deliver services across a large geographical area • Applicants must be eligible to work in the state. *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*	
Organisational & 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 specifically early services with a range of physical, sensory, learning disabilities, autism or developmental delay. • Demonstrate an understanding of the models of inter disciplinary team working. • 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 • Knowledge of developments in the disability sector (PDS) • Understanding and knowledge of Enable Ireland services • Understanding and knowledge of clinical support and supervision. • Evidence and commitment to continuous professional development.	• Experience/Knowledge of assistive and augmentative communication and/or eating/drinking difficulties.

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	• Knowledge of a range of assessment and intervention approaches relevant to children aged 0 – 18 years with a range of disabilities.	
CORE COMPETENCIES **Planning & managing**	The post holder will demonstrate an ability 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/ develop-mental delay including physical, sensory, learning disabilities and autism.	• Provide clinical supervision to basic grade staff, students or volunteers to ensure the maintenance of clinical service standards and assuring quality. • Manage the overall performance of BG therapists, volunteers/students.
Judgement and evaluation	• Ability to understand the practices and protocol in decision making. • 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 and standards in services	• Deliver a quality evidence based service, and report on same as necessary. (EFQM model preferable). • 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 children aged 0-18 years with disabilities including physical,	

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	sensory, learning disability, developmental delay and autism. • Participate in training and ensure all staff in the team are trained adequately in line with legal and professional standards. • Have a working knowledge of Microsoft Office packages and service related database systems.	
Team Working	• Realise the importance of teamwork in the planning and delivery of services. • Mentor and act as a role model for basic grade therapists, volunteers and placement students. • Involves the team in the running of the service and in decision making. • Understands the complexity of working in a team and team dynamics. • Recognises the contribution of other clinical and professional staff.	
Leadership	• 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. • Takes the responsibility for the achievement of service delivery targets • Shows evidence of managing change successfully. • Ability to influence people and events • Take own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service.	
Building & Maintaining Working Relationships	• Very good interpersonal and communication skills. • Communicate at all levels within the service while ensuring that information has been appropriately	

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	disseminated and understood. • Understands the importance of good communication within the organisation.	
Service Delivery & Initiative	• Flexibility in service delivery. • Proactive approach to overall performance • Willingness to embrace organisational development and change • Ability to provide service across teams and across a large geographical area.	