

# Specialist Speech and Language Therapist

## Job Specification

### Who we are:

Mosaic Practice is a highly specialist assessment and treatment centre for children with complex and profound communication and neurological difficulties.

Our focus is to provide bespoke treatment to support individuals and families to enhance their communication. We pride ourselves on taking the time to really listen to children and parents. Using our knowledge and combining this with our specialist training it enables us to identify the complex needs of the children and family's we work with and deliver Therapy programmes that support the child to succeed at every stage of their journey.

Established in 2019 we are currently a team of six, including SLTs, a family counsellor and administrative support. We provide clients centered services throughout Hertfordshire and the surrounding counties. With a strong portfolio of clients and a waiting list of families looking to use our services, we are seeking additional specialist Speech and Language Therapists to join our team.

Our vision is to continue to grow the Mosaic Practice team to provide the full remit of multi-disciplinary service to our clients.

At Mosaic Practice employee engagement and development is as important as the services we provide. Work life balance is a key priority, and through regular supervision, training and team meetings we provide an environment that enables each member of our team to truly reach their potential.

Some feedback from the team:

*"I absolutely love working for the Mosaic Practice for so many reasons; I get the time to deliver direct and individualised therapy to meet the needs of our special clients where we see progress, I get amazing support from my supervisor and colleagues, I feel part of a team and I am constantly developing my skills and expertise."*

*"I enjoy having the freedom to being able to look at the child holistically and finding out the best ways to provide personalised support whether this is at home, nursery or school."*

*"I enjoy working with a small and friendly team and working with a manager who is much more available than NHS ones are."*

## The Job Role: Specialist Speech and Language Therapist

**Grade:** Band 6/7 NHS equivalent (depending on experience)

**Reports to:** Practice Director

This specialist Speech and Language Therapist role draws upon an individuals' expert skills and passion for working with children pre and post ASC diagnosis. To be successful in the role the individual will have an interest and enthusiasm for using the most up to date strategies with children across all levels of the ASC spectrum. These will include AAC for non-verbal children and an understanding of emotional regulation for high level ASC.

### Job Summary

- To work in partnership with our children and young adults with complex communication and neurological difficulties and their families, to fully understand their needs.
- To build and deliver expert Speech and Language therapy programmes that target the particular requirements of each client.
- To remain abreast of contribute to research and evidence based Speech Therapy practices.
- To provide the ongoing evaluation of the effectiveness of work delivered.
- To produce high quality written assessment, reports and goal setting paperwork that illustrates the best possible outcomes for long term achievement and success of the client.
- To take an integral role in the training and development of oneself and the team.
- To support the supervision of students and induction of new team members.

### Key responsibilities:

#### Client focused

- Effectively manage a caseload of highly complex and demanding children with physical
- Develop and deliver bespoke specialist speech and language therapy services for children within ones caseload, including assessment, diagnosis and therapy.
- Evaluate and adapt practices to meet individual needs.
- Utilise a range of activities, strategies and techniques to motivate students and staff to engage in the therapy programme.
- Manage the emotional consequences of working with children with physical disabilities and complex needs and be aware of the needs, demands and pressures on their families.
  
- Understand the implications of additional diagnosis on neurological conditions in order to best support the child and family.

### Specialist

- Be the expert in speech and language therapies for your clients and family.
- Demonstrate clinical effectiveness through evidence based practice and outcome measures.
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- Use expert knowledge of standardised and informal assessment tools aid diagnosis and explore possible alternative communication systems as required.
- Understand neurological disorders and be able to apply knowledge to build realistic expectations and work to appropriate outcomes.
- Share skills and expertise with colleagues through regular supervision and peer support. This may also include colleagues outside as well as within the Mosaic Practice.
- Maintain an up to date knowledge of new techniques and development within the specialist area, and speech and language development, and appraise and implement new interventions as appropriate.
- Engage in reporting to team/practice on clinical practice, evidence based practice and research in order to improve ours services.
- Participate in future research projects and collect and provide research data as appropriate.
- Maintain professional status and competence, taking responsibility for keeping own knowledge and skills up to date.

### Collaborative

- Liaise closely with, carers and other professionals to implement appropriate ongoing communication strategies.
- Work in partnership with other professionals involved with the client to ensure a there is a clear understanding of the rationale for the speech therapy programme that has been implemented.
- Consistently monitor and review the clients' ongoing communication needs, through liaison with family, careers or the team and update targets accordingly
- Plan, implement and evaluate joint sessions with members of the multidisciplinary team and outside of The Mosaic Practice incorporating speech and language therapy targets,
- Actively participate in multidisciplinary team meetings to enhance the holistic support available to our clients and ensure well co-ordinated client services.
- Provide speech and language targets for integration into other aspects of therapy intervention and care in consultation with parents, teachers and other multidisciplinary staff.
- Provide detailed comprehensive reports for initial assessments, applications for EHCPs, contribution to annual reviews of EHCPs and on request from other professionals.
- Drive an understanding of the value of speech therapy for all stakeholders involved in the clients care.
- Make referrals to other professionals to benefit the outcomes for the client as appropriate and necessary.
- Contribute to planning and delivering of training (both formal and informal) to parents, teachers and other school staff in speech, language and communication disorders related to children with physical and complex disabilities e.g. Hi Tech AAC training, Makaton.

- Actively participate in practice team meetings for operational planning and joint caseload management and general practice updates.
- Contribute to the induction of new staff members to The Mosaic Practice.

### **Analytical**

- Use advanced reasoning skills to record complex baseline measures and/or differential diagnoses in the context of brain injury or other neurological disorders.
- Proactively seek relevant information from other professionals in order to make differential diagnosis and to plan to meet the client's needs.
- Manage own resource levels and requirements in own areas and requesting and sourcing new equipment and resources as appropriate.

### **Innovation and creativity**

- Develop and implement speech and language programmes which are innovative and progressive.
- Take an active role in setting up and delivering new therapy services for our client base such as pre-school group sessions
- Work closely with The Mosaic Practice team to contribute towards ongoing development of specialist assessment and to construct/adapt appropriate communication resources for use in specialist assessment and therapy activities.
- Represent the Mosaic Practice and promote the services offered, to maintain the reputation of the practice in accordance with the vision and values.
- Offer innovative ideas for future client services to benefit the clients and to maintain the reputation of The Mosaic Practice as a centre of excellence.
- Contribute to social media posts e.g. blog or opinion piece with relation to caseload held and therapeutic practices used by The Mosaic Practice.
- Develop and grow client networks and support groups e.g. though closed facebook groups and face to face coffee mornings.

### **Self-Awareness**

- Identify own limitations in regard to knowledge and experience and actively seek out supervision on particularly challenges or complex cases
- Actively participate in regular clinical supervision with a suitably experience SALT.
- Identify professional development evidenced within an annual appraisal with line manager.

### **Initiative**

- To be motivated and organised to work independently and autonomously as part of a virtual office arrangement.
- organise own caseload balancing case management, team responsibilities and time allocation towards administrative tasks, professional and personal objectives.
- Be flexible to the demands of the environment including unpredictable events and deadlines.

**Standard requirements:**

- Maintain records of intervention according to professional standards.
- Be registered with the HCPC and be licensed and qualified to work in the UK.
- Demonstrate knowledge and adhere to RCSLT professional clinical guidelines.
- Have knowledge of and work within the framework of relevant procedures including Safeguarding/Child Protection etc.
- Effectively use IT including Microsoft Outlook, Powerdiary, Word, email, and internet to write reports and communicate effectively.
- Competently manage virtual therapeutic systems and resources such as Zoom.