JOB SUMMARY

Post Title	**Speech and Language Therapist**						
Job Family	*Service Delivery*	**Pay Range**	*11*	**Line Manager to others?**	**No**	**Role profile ref**	*SD11*
Service Area	*Childrens Services – Education*						
Line Manager	*Team Manager*						
Location	*County Hall*						

Job Purpose

The Speech and Language Therapist will provide specialist leadership and expertise to strengthen speech, language, communication and interaction practice across education, health and care services. Working as part of the Experts at Hand model, the postholder will focus on workforce development, system improvement, consultation, coaching and professional learning rather than the provision of direct clinical intervention to individual children and young people.

The postholder will work across Early Years, schools, colleges, specialist provisions and partner agencies to improve workforce knowledge, confidence and capability in identifying and responding to speech, language and communication needs. They will support the development of communication inclusive environments, evidence-informed practice and a consistent graduated response across the Isle of Wight.

The role will be instrumental in progressing the SEND Reform Plan, supporting strategic priorities relating to inclusion, early intervention, preparation for adulthood and improving outcomes for children and young people. The postholder will contribute specialist expertise to service design, workforce planning, quality assurance and multi-agency improvement activity.

The postholder will actively contribute to local, regional and national developments relating to speech, language and communication needs and support the development of sustainable approaches that build long-term workforce capacity across the local area.

Job Context

- To provide specialist leadership relating to speech, language, communication and interaction needs across Early Years, statutory school age and Post-16 provision.
- To design, commission, deliver and evaluate workforce development programmes that build knowledge, confidence and competence across education, health and care services.
- To develop and deliver training, workshops, coaching programmes and professional development opportunities for practitioners, leaders and multi-agency partners.
- To support the implementation of communication inclusive practice across universal, targeted and specialist services.
- To promote evidence-based approaches to speech, language and communication development and support practitioners to embed these approaches within everyday practice.
- To contribute specialist expertise to the development and implementation of the SEND Reform Plan and associated workstreams.
- To support schools, colleges, early years providers and partner services to strengthen identification of needs and implementation of effective graduated responses.
- To work collaboratively with SEND, Educational Psychology, Inclusion, Early Help, Health and Post-16 colleagues to improve consistency of practice and pathways.
- To contribute to strategic planning relating to SEND sufficiency, workforce development and service transformation.
- To develop practical resources, guidance documents, toolkits and professional learning materials that support workforce capability.
- To contribute specialist advice to policy development, commissioning activity and service reviews.

JOB SUMMARY

- To support the development of communication-friendly environments and inclusive practice across the local area.

Knowledge, Skills and Experience

Role Profile requirements.	**Job specific examples.** (if left blank refer to left hand column)	**Essential**	**Desirable**
Proven ability to influence based on facts and evidence, a range of audiences with differing competence and abilities. Ability to communicate one to one and with specific client groups.	*Able to deliver training, coaching and professional development to practitioners, school leaders, governors and multi-agency partners.*	**x**	
Substantial practical experience demonstrating development through a series of progressively more demanding and relevant work roles. Relevant experience within the service area, working as part of team to meet service standards, targets and deadlines.	*Experience of supporting workforce development and improving professional practice across organisations and services.*	**x**	
Good communication, interpersonal and presentation skills. Ability to understand and explain complex information to a range of audiences. Proven ability to negotiate with, persuade and influence others.	*Able to translate specialist clinical knowledge into practical approaches that can be implemented by practitioners in a variety of settings.*	**x**	
Good ICT skills including both standard Microsoft applications and specialist systems.	*Ability to create learning materials, analyse data and present information effectively.*	**x**	
Authoritative knowledge of the specialist work area and relevant legislation, regulations, processes, systems, procedures and standards. Good knowledge of other areas of the authority relevant to the service and of wider sector / external influences. Experience of contributing to the development of procedures and practices.	*Understanding of SEND legislation, the SEND Code of Practice and the role of communication in inclusion and educational outcomes.*	**x**	
Good planning and organisational skills, with proven ability to prioritise and co-ordinate workloads, monitor and evaluate work, to ensure deadlines are achieved.	*Experience of developing workforce development programmes and supporting organisational change and measuring the impact of workforce development initiatives.*	**x**	
Proven research, investigation and analysis skills demonstrating evidence of the ability to identify and diagnose problems/issues and develop solutions/recommendations that are both cost effective and within time constraints.	*Experience of leading projects and delivering measurable improvement activity.*	**x**	
Excellent customer service skills, with experience of resolving escalated and complex queries.	*Provides specialist advice and consultation on complex speech, language and communication issues, supporting practitioners, leaders and partner agencies to identify solutions and improve outcomes.*	**x**	

Proven ability to build and maintain relationships and engage successfully with stakeholder community.	*Experience working across education, health and care systems, building effective professional relationships and influencing practice across a wide range of stakeholders and partner agencies.*	**x**	
Budget management experience. Knowledge of relevant financial processes and experience or training sufficient to ensure financial processing and / or budget monitoring is completed accurately.			**x**
Experience of volunteer management where appropriate to the job.			**x**
Qualifications			
Role Profile requirements.	**Job specific examples.** (if left blank refer to left hand column)	**Essential**	**Desirable**
Educated to HND, foundation degree standard or equivalent experience. HCP registered.	Relevant qualification in education, health, child development, SEND or administration.	**x**	
May require relevant certifications including evidence of fluency in English language.		**x**	
Relevant professional/vocational qualification	Certificate or diploma in a related field. Equivalent experience supporting workforce development or service improvement activity.		**x**
Other Requirements			
Relevant DBS checks.			
Ability to travel across the Isle of Wight as required.			
Commitment to equality, inclusion and anti-discriminatory practice.			
Commitment to continuing professional development.			
Ability to work flexibly to support workforce development activities.			
Commitment to supporting the delivery of the Isle of Wight SEND Reform Plan and wider inclusion priorities.			