



Job Description

Title	Senior Speech and Language Therapist
Status	Permanent Contract – subject to probation
Location	Based in Dublin 10
Reporting to	Family Matters Manager
Salary	€54,000-€63,350 Starting point DOE . An employers contributory pension is also available with this post
Working Hours and Holidays	35 hours per week Monday – Friday . The post is open to individuals who would prefer to work a 28 hour week with benefits on a pro rata basis . Holiday leave commences on 24 days per annum and rises with length of service with additional Company closure days at Christmas holiday time which are not taken out of the employee’s annual leave entitlement.

Background:

The Liffey Area Partnership (LAP) commits to improving and enhancing lifelong opportunities for the citizens of the area by working to reduce poverty through the promotion of social inclusion and equality. Family Matters the Area Based Childhood (ABC) Programme, is funded by Tusla the Child and Family Agency. The Programme aims to break the cycle of child poverty within areas where it is most deeply entrenched and where children most experience disadvantage.

The Family Matters Initiative- Area Based Childhood Programme:

Family Matters is one of the 12 ABC Programmes nationally working in a child-centred way to improve outcomes for children in the area. *Family Matters* provides a spectrum of support programmes for young children and young people while enhancing the capacity of parents/guardians as primary educators. The overall aim of the programme is to improve Ballyfermot’s children’s educational, health, wellbeing and social outcomes.

The Family Matters Initiative works under four thematic strands:

- Oral Language Development
- Parent and Family Support
- Child and Youth Mental Health and Wellbeing
- Early Years Support

Role purpose:

The Speech and Language Therapist work as part of the Family Matters multi-disciplinary team, in the delivery of interventions to children in early years settings and to children from junior infants up to second class in primary schools, who are referred to the Family Matters ABC Programme.

They will also lead the oral language training and development for parents, early year's practitioners / teachers / family development workers engaged in the Family Matters ABC Programme.

Duties and responsibilities of role:

The Speech and Language Therapist will:

- Carry out assessments for children referred to SLT in the Family Matters Programme.
- Deliver an individualised plan of SLT intervention, to children according to need.
- Support the parent in understanding the needs of their child and coaching the parent / guardian in how to implement oral language development strategies at home, specific to the needs of the individual child.
- Support the early years and school staff member in understanding the needs of their child.
- Deliver evidence informed training for speech, language and communication needs to educational staff and early years practitioners.
- Support parents and staff in the implementation of oral language development strategies within the daily home and or classroom routine, specific to the needs of the individual child and or specific groups of children.
- Coordinate and facilitate parents and children in groups that support the promotion of oral language
- Facilitate and promote *Communications Champions* meetings for both the primary and early years educational settings, promoting sharing of information, resources and practice
- Agree with the families and the local agencies how information will be shared ensuring that it is at all times professional and in line with data protection guidelines.
- Review and monitor the required outcomes identified in the SLT assessment.
- To act as an advocate in promoting an awareness and understanding within the community about the target group's needs and how best to support them.
- Ensure that all work practises are within the Children First guidelines

- Ensure all administrative requirements are complete
 - All referrals and actions taken are recorded.
 - Maintain a full and accurate record of work undertaken in line with confidentiality guidelines.
 - Implement the agreed monitoring system which will identify progress of expected outcomes.
 - Ensure all reporting requirements are complete within specified timeframes.
 - Support the development of reporting, data recording systems and processes that will aid in the evidencing of outcomes and impacts of the SLT and Family Matters work

- Attend all Family Matters team meetings, training, planning and review days as required.

- Prioritise own workload in consultation with Family Matters and the HSE SLT Managers.

- Attend clinical supervision with the HSE SLT Manager

- Attend HSE SLT Team and Continuous Professional Development meetings.

- Attend CPD trainings as required by LAP, IASLT and CORU and keep a log of these trainings

Person Specification:

Knowledge:

Essential Qualifications ;

Candidates must :

Be registered, or be eligible for registration, as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU.

- a) 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.

- (c) have the clinical and administrative capacity to discharge the functions of the post.

Applicants whose first language is not English and/or who have not undergone their Speech and Language Therapy training through English must have achieved the following:

- A minimum score of 8.0 in the International English Language Testing System (IELTS);

- A pass in the Clinical English Language Competence Exam (CECE).

Desirable

- Accredited to Train the Trainer in an evidenced based Oral Language Programmes such as: Hanen, Elklan, Talkboost, PEEP

Essential Experience:

- Minimum of 3 years post graduate experience of working as a Speech and Language Therapist.
- Experience of working with children and families with complex needs, preferably within a community setting.
- Experience of planning, implementing and reviewing interventions with children, parents and families.

Desirable Experience:

- Experience of delivering an evidence based Oral Language Programme.
- Experience of establishing contact and developing relationships with other community and statutory agencies, to ensure collaborative working to best meet the needs of the child and family.

Essential Skills:

- The ability to plan and deliver an SLT service in an effective and resourceful manner.
- Demonstrating the ability to effectively evaluate information, make appropriate decisions regarding on-ward referrals, duty of care and carryout clinical practice that is in line with the Irish Association of Speech & Language Therapist professional standards and code of conduct.
- Demonstrating professional conduct and behaviours by adhering to legal, ethical and professional practice standards in all aspects of practice.

- Communicating oral and written information in a clear, concise and well-structured manner appropriate to the content and the target audience
- Demonstrate a commitment to assuring high standards in service delivery, record keeping and strive for a user centred service.
- Demonstrate sufficient command of the English language to effectively carry out the duties and responsibilities of the role.
- Demonstrate an ability to apply knowledge to evidence based practice
- Ability to engage and work sensitively, and in an empowering way with children, parents and families that find participation in the service challenging.
- Ability to work effectively as part of a team as well as ability to work on own initiative.
- Understanding and respecting own scope of practice and the roles of all members of the Family Matters team
- Recognising when it is appropriate to ask for support, include others in decision making or refer decisions to others.
- Recording client related information in accordance with LAP professional standards
- Promoting quality by reviewing and evaluating the service regularly and striving to find ways in which standards of quality and efficiency can be improved within their service area
- Identifying own personal and professional development needs and putting structures in place to meet these in collaboration with Line Manager
- Demonstrate the ability to problem solve.
- Demonstrate ability to utilise supervision effectively.
- Proven ability to work with statutory, community, and voluntary sector.
- Strong IT Skills – literate in Word, Excel, PowerPoint.
- Have a current full driving license

Essential Attributes:

- Flexible and adaptable
- Resilient
- Hold social Inclusion and ‘Pro-parent’ values

Application process:

Interested candidates are requested to complete a signed ‘Key Approaches Form’, detailed cover letter and CV and send by:

- email to tdunphy@Liffeypartnership.ie
- or
- by post or hand delivered marked Private and Confidential to Teresa Dunphy, Executive Assistant, Liffey Area Partnership, 4 Drumfinn Park, Ballyfermot, Dublin 10

Closing date for receipt of applications is **12 pm Wednesday 29th May 2024.**

Prior to application, informal conversations are welcome, including visits to the Family Matters Programme, either during work hours or after work. Please contact Liz O’Sullivan Family Matters Manager @ 087 748 7375 or losullivan@liffeypartnership.ie