

### What we are looking for...

Due service expansion in a new area, we have an exciting opportunity for Speech and Language Therapists (SLTs) to join our supportive team and facilitate effective communication for all.

Communicate SLT CIC are a not-for-profit organisation, providing flexible and tailored speech, language and communication related services which invest in the diverse communities we serve.

We will soon be providing SLT services in Halton for all children and young people and we are seeking SLTs with the skills and motivation to deliver either universal, targeted and/or specialist level services.

The successful candidates will add to the current team in Halton and will work in partnership with children, young people, their families and the children's workforce. They will be supported by our wider team and will be able to shape both the innovative services in Halton and our organisation as a whole.

### Here's a flavour of what it's like to work within Communicate. These quotes are from current team members:

*"Manageable caseload with opportunity to provide high quality therapy"; "Feels good to deliver intervention and review regularly to see high impact"; "Supporting children from start to finish so they are making a difference"; "I like influencing service delivery"* Team member 2022

**Communicate's Leadership is...**  
*"Consistently approachable, supportive and are always doing the best for everybody and service users"*  
Team member 2021

*"I have NEVER worked for a company that is so fair, considerate, and passionate about caring for their employees (and I've been around a bit)"* Team member 2022

**Communicate's Leadership is...** *"A pleasure to work for"; "I feel that the management and the Communicate Team are very supportive, organised and forward thinking"* Team member 2021

We welcome applicants who share our mission, vision and values and who are committed to working with others.



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 @communicateSLT

 CommunicateSLtCIC

Registered Office: Lancaster House, Amy Johnson Way, Blackpool, FY4 2RP

Communicate SLT CIC is registered in England and Wales as a Company Limited by Guarantee No. 08398194

### Mission



We provide speech, language and communication services which support individuals aged 0-25 years directly and through others, using high-quality, evidenced-based approaches to maximise impact where they live and learn.

### Vision



To facilitate effective communication for all, so that individuals have improved quality of life and reach their full potential.

### Values



**Person-centred**  
**Innovative**  
**Collaborative**  
**Integrity**  
**High Quality**



**For more information about the company and the opportunities we have available:**

- Watch this video about Communicate SLT CIC <https://communicate-slt.org.uk/wp-content/uploads/2021/12/AGM-video.mp4>
- Visit our website <https://communicate-slt.org.uk/>
- Email: [recruitment@communicate-slt.org.uk](mailto:recruitment@communicate-slt.org.uk) and ask for an applicant pack or a phone/virtual call

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<p><b>Title: Senior Speech and Language Therapist (Family Hub)</b></p>	<p><b>Salary:</b> £35,390 - £42,615 pro rata  <b>Hours:</b> 37.5 hours per week. Part time or term time only will be considered.</p>
<p><b>Accountable to:</b> Directors. Stakeholders. Line managed by Halton team lead.</p>	<p><b>Location:</b> Halton. Occasional travel to link with regional team.</p>
<p><b>Purpose:</b> To support children, families, practitioners and partners to maximise communication potential.</p>	<p><b>Articulates with:</b> Executive Director. Leads and Senior team members. Whole team. Will integrate fully into the Family Hub team and work in partnership with families and the workforce within the locality.</p>
<p><b>Essential requirements</b></p> <ul style="list-style-type: none"> <li>• Speech and Language Therapy (SLT) Degree or Masters.</li> <li>• 3+ years' experience working as an SLT with children, young people who have Speech, Language and Communication Needs, their families and the children's workforce.</li> <li>• Experience of delivering universal and targeted level services, within family hubs or Early Years settings.</li> <li>• Registration with RCSLT and HCPC.</li> <li>• Respect for confidential information.</li> <li>• Enhanced DBS applied for by Communicate SLT CIC following appointment.</li> <li>• Commitment to Communicate's mission, vision and values.</li> </ul>	<p><b>Desirable requirements</b></p> <ul style="list-style-type: none"> <li>• Sound knowledge of clinical practice, national policies and issues relating to the delivery of universal and targeted Speech and language therapy Services.</li> <li>• Post graduate Training relevant to role, e.g. WellComm, ICAN Early Talk Boost, Hanen</li> <li>• Membership of Relevant Special Interest Groups.</li> <li>• Experience in coaching others.</li> <li>• Skilled at giving and receiving positive and critical feedback to colleagues.</li> </ul>
<p><b>Core responsibilities.</b></p> <p><b>As a Senior SLT within the Family Hub team:</b></p> <ul style="list-style-type: none"> <li>• Work with parents, early year practitioners and members of the children's workforce to facilitate targeted level interventions for children.</li> <li>• Support Early Years practitioners and settings to enhance communication opportunities for young children within a nursery environment.</li> <li>• Facilitate changes in practitioner's awareness, knowledge and practice.</li> <li>• Support the local referral and triage process.</li> <li>• Support the delivery of language interventions within nurseries.</li> </ul>	<p><b>Person specification</b></p> <ul style="list-style-type: none"> <li>• Shares Communicate's values and behaves in line with these at all times.</li> <li>• Enthusiastic about making a difference to children through a consultative SLT model.</li> <li>• Highly skilled communicator both face to face and written.</li> <li>• Value working within a team and with people.</li> <li>• Capable of working both independently and collaboratively.</li> <li>• Able to be flexible and adapt to change.</li> <li>• Able to inspire, support, skill, praise and provide feedback to others.</li> </ul>



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| <ul style="list-style-type: none"> <li>• Support the sharing of information with parents to enhance children’s learning environments in the home and encourage early identification of difficulties.</li> <li>• Deliver training programmes to practitioners and parents and contribute to the development of training.</li> <li>• Jointly deliver training with other Family Hub team members.</li> <li>• Maintain and develop partnerships with agencies and with families to provide an integrated service.</li> <li>• Able to make independent decisions about service delivery.</li> <li>• Represent Communicate at local SLC Strategy meetings etc.</li> <li>• Contribute to the induction, supervision and support of other, more junior SLTs, SLTAs and volunteers.</li> <li>• Support contract communications through newsletters, articles.</li> <li>• Work as a member of the multi-disciplinary team, contributing to the planning, development and delivery of an effective and efficient service.</li> <li>• Take full SLT student placements.</li> <li>• Supervise SLTs under direction of their line manager.</li> <li>• Support the induction of others in the team.</li> <li>• Access clinical supervision within the team via regular meetings, supervision, mentoring and appraisals.</li> <li>• Committed to continuing their professional development.</li> <li>• Be alert to, report and mitigate risks in contract delivery.</li> <li>• Contribute to the evaluation and monitoring of services.</li> <li>• Participate in audits of performance against defined standards, policies and procedures.</li> </ul> | <ul style="list-style-type: none"> <li>• Capacity for organised and flexible work.</li> <li>• Respect for other roles within children’s workforce, styles and approaches.</li> <li>• Good theoretical knowledge base and commitment to evidence based practise.</li> <li>• A commitment to provide effective services and continued improvement.</li> <li>• Able to reflect, learn and change within every day work and during continuing professional development.</li> </ul> |
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