

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.



t: 01253 462123

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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 and ask for an applicant pack or a phone/virtual call

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t: [@communicateSLT](https://twitter.com/communicateSLT)

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<p>Title: Speech and Language Therapist (Team Lead)</p>	<p>Salary: £43,742 - £47,385 Hours: 37.5 hours per week. Part time or term time only will be considered.</p>
<p>Accountable to: Directors of Communicate SLT CIC. Stakeholders. Line managed by: Communicate’s Chief Executive Officer and Founder Line manages: SLTs and SLTAs in Halton</p>	<p>Location: Halton. Occasional travel to link with regional team.</p>
<p>Purpose: To support the team to provide high quality Speech and Language Therapy services to children and young people in Halton which maximise communication potential.</p>	<p>Articulates with: Executive Director, Core Team, Leads and Senior team members and whole team. Will work in partnership with families, the workforce within the locality and commissioners.</p>
<p>Essential requirements</p> <ul style="list-style-type: none"> • Speech and Language Therapy (SLT) Degree or Masters. • 5+ years’ experience working as an SLT with children, young people, their families and the Multi-agency team. • Experience supervising and coaching others. • Commitment to Communicate’s mission, vision and values. • Skilled at giving and receiving positive and critical feedback to colleagues. • Registration with RCSLT and HCPC. • Respect for confidential information. • Enhanced DBS applied for by Communicate SLT CIC following appointment. 	<p>Desirable requirements</p> <ul style="list-style-type: none"> • Training relevant to role, e.g. in Leadership and management. • Experience in leading a team which delivers high quality SLT services. • Experience in strategic decision making. • Experience in monitoring service outcomes. • Experience working with partners to support locality-wide projects. • Motivated to steer Communicate SLT CIC strategically.
<p>Core responsibilities.</p> <p>As a Team Lead:</p> <ul style="list-style-type: none"> • Contribute to Leadership meetings to help steer the direction of Communicate SLT CIC. • Promote a coaching culture within the Halton team, supporting the growth of each team member and a cohesive team. • Supervise / oversee the supervision of members from the Halton team. • Agree a spending plan for the locality team budget and authorise purchases in line with the scheme of delegation. 	<p>Person specification</p> <ul style="list-style-type: none"> • Shares Communicate’s values and behaves in line with these at all times. • Enthusiastic about making a difference to children through a consultative SLT model. • Highly skilled communicator both face to face and written. • Value working within a team and with people. • Capable of working both independently and collaboratively. • Able to be flexible and adapt to change.



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- Be alert to, report and mitigate risks in contract delivery.
- Contribute to the planning, co-ordination, monitoring and reporting of services. Reporting internally and externally.
- Facilitate Halton team meetings when required.
- Maintain and develop partnerships.
- Represent Communicate at local and national level.
- Measure / audit performance against defined standards, policies and procedures.
- Ensure high quality service standards are provided, linked to commissioner expectations and standards of external bodies and stakeholders.
- Support maintenance of contract, ensuring commissioners stay satisfied
- Contribute to relevant tender submissions, grants, funding linked to contract, support costing of further activity.

As a Specialist SLT:

- Provide speech and language therapy services to children, directly and through support to their families and the multi-disciplinary team.
- Provide speech, language and communication assessments for children and young people in consultation with their families, the multi-disciplinary team and other SLTs and SLTAs.
- Provide intervention on an individual or group basis as required.
- Develop and demonstrate SLT programmes and groups.
- Keep accurate records and provide written reports.
- Set targets for therapy and monitor progress.
- Hold responsibility for own caseload and be responsible for a defined area of the service, working without direct supervision.
- Work as a member of the multi-disciplinary team, contributing to the planning, development and delivery of an effective and efficient service.

- Able to inspire, support, skill, praise and provide feedback to others.
- Capacity for organised and flexible work.
- Respect for other roles within children's workforce, styles and approaches.
- Good theoretical knowledge base and commitment to evidence based practise.
- A commitment to provide effective services and continued improvement.
- Able to reflect, learn and change within every day work and during continuing professional development.

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- Liaise with other involved agencies and with families to provide an integrated service.
- Take full SLT student placements.
- Contribute to the recruitment, induction, supervision and support of other, more junior SLTs, SLTAs and volunteers.
- Facilitate clinical case discussions.
- Access clinical supervision within the team via regular meetings, group and individual supervision, mentoring and appraisals.
- Be committed to continuing their professional development.
- Able to make independent decisions about caseload management, service design and manage projects independently.
- Lead on the co-ordination and development of clinical services.
- Deliver training programmes to others and contribute to the development of training.
- Contribute to the evaluation and monitoring of services.



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