

Who are we?

Positive Futures is positive about people. We transform peoples' lives every day. We support people who have a learning disability, acquired brain injury and autism.

The bottom line is this: wonderful things can and do happen when people get the right support, at the right time, from the right people.

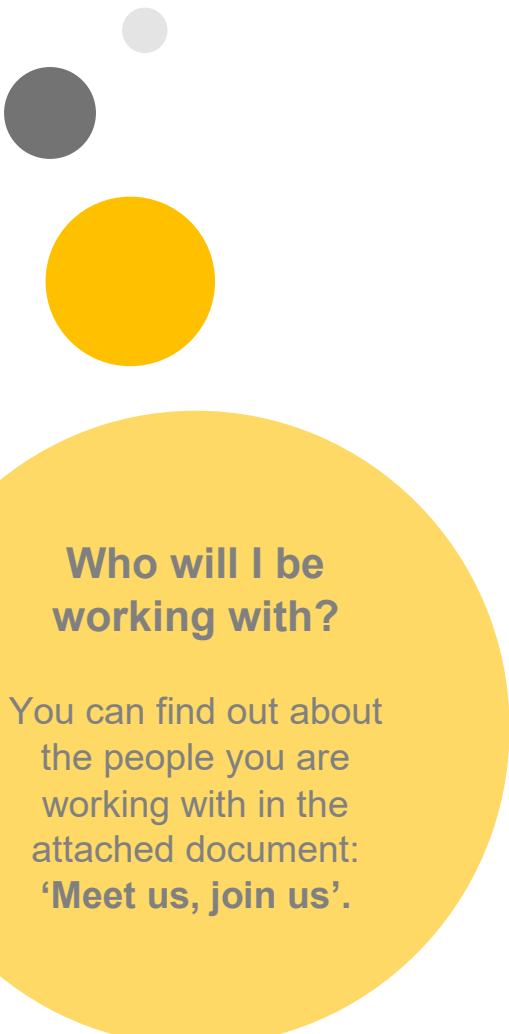
ABOUT US AND THE ROLE



What does a Speech and Language Therapist do?

Put simply, your job is to lead, coordinate and be responsible for the provision and ongoing development of a systematic, high-quality, person-centred Speech and Language Therapy service to the people we support in Northern Ireland and Ireland.

You will provide specialist assessment, intervention, advice and training, working collaboratively with PBS and multidisciplinary colleagues to improve communication, participation, quality of life and positive behavioural outcomes.



Who will I be working with?

You can find out about
the people you are
working with in the
attached document:
'Meet us, join us'.



POSITIVE FUTURES

ACHIEVING DREAMS. TRANSFORMING LIVES.

ABOUT US AND THE ROLE

Speech and Language Therapist

Job Title	Speech and Language Therapist (SLT)
Reports to	PBS Practice Manager
Department	Positive Behaviour Support (PBS)
Location	TBC

Purpose of Role

The Speech and Language Therapist (SLT) is responsible for providing a high-quality, person-centred Speech and Language Therapy service to children, young people and adults with autism, a learning disability and/or an acquired brain injury, supported across Northern Ireland and Ireland. The role delivers specialist assessment, intervention, advice and training, working in partnership with the people we support, their families, support teams and multidisciplinary colleagues.

The post holder practises autonomously within a Positive Behaviour Support framework and Positive Futures' Values, using advanced clinical reasoning to inform formulation, intervention planning, review and discharge, and acting as a consultative specialist resource to PBS specialists, management teams and support staff.

Central to the role is the recognition that communication is fundamental to a person's rights, choice and control. The SLT plays a key role within the PBS team, contributing specialist expertise to the assessment and understanding of behaviour, promoting effective communication strategies, reducing barriers to participation, supporting the reduction of restrictive practice, and enhancing quality of life and positive outcomes for the people we support.

Main Responsibilities

Specialist Communication Assessor

Purpose: To ensure the communication strengths and needs of each person referred are understood in depth before any intervention is planned.

Key responsibilities

- Work in partnership with managers, staff, families, HSC Trust / HSE / TUSLA colleagues, including clinical and multi-disciplinary teams, to complete detailed Speech and Language Therapy assessments for people referred to and/or

supported by our services, and for individuals supported by other organisations or by families, including those with complex communication needs and behaviours of concern.

- Use advanced clinical reasoning to inform formulation, intervention planning, review and discharge.
- Assess the use of Augmentative and Alternative Communication (AAC) systems to support expressive communication and refer to the Communication Advice Centre where specialist assessment is required.
- Manage a caseload autonomously across Northern Ireland and Ireland, revisiting assessment where a person's communication or behaviour changes.
- Record and share assessment findings with external parties, families, support teams and multidisciplinary colleagues in accessible, plain language.

Communication Systems and Intervention Lead

Purpose: To design, implement and review interventions that enable the people we support to participate in their communities and live the lives they choose.

Key responsibilities

- Work in partnership with key internal and external stakeholders to develop, implement and review effective Speech and Language Therapy interventions, including communication assessments, and the design and implementation of communication systems (communication profiles, talking mats, AAC, PECS, visual supports and similar approaches).
- Contribute specialist communication input to Person-Centred Plans, Stress and Coping Plans and Behaviour Support Plans, ensuring recommendations are written into the plans that support teams use day to day.
- Work alongside the person we support, their family and support network to develop, model and embed communication approaches that are meaningful, accessible and sustainable within everyday life.
- Ensure evidence-based practice informs assessment, support planning and evaluation within the clinical specialty.
- Work alongside the person we support and their support network to regularly review the effectiveness of interventions, ensuring support remains responsive to their needs, promotes quality of life, and is reduced or concluded when goals have been achieved.

Rights and Restriction Reduction Champion

Purpose: To ensure communication is recognised as central to rights, choice, control and least-restrictive practice.

Key responsibilities

- Promote the wellbeing and rights of individuals, ensuring communication needs are recognised as central to positive outcomes and least-restrictive practice.
- Support individuals to participate in decision-making by developing accessible communication approaches and reasonable adjustments that maximise understanding, choice and control.
- Provide specialist communication assessment and formulation to support the reduction of restrictive practices and improve quality of life outcomes.
- Provide specialist Speech and Language Therapy input to support restriction reduction initiatives, ensuring interventions are person-centred, evidence-based and focused on enhancing quality of life.
- Develop co-produced accessible information for the people we support, staff and families.

Consultative and Partnership Working Practitioner

Purpose: To make specialist communication expertise accessible to the people we support and those around them.

Key responsibilities

- Act as a consultative specialist resource to PBS specialists, management teams and support staff, contributing to PBS intervention plans and Person-Centred Tools.
- Provide clinical advice to staff teams to support consistency of practice, responding to requests for specialist input within agreed timescales.
- Develop strong partnerships with HSC Trust, HSE, TUSLA and multidisciplinary colleagues, alongside the people we support, their families and referring organisations, to ensure specialist communication advice is shared, coordinated and embedded across all aspects of support.
- Inspire and support others through the sharing of specialist knowledge, collaborative working, reflective practice and service development, helping to shape high-quality, person-centred support.

Training, Supervision and Development Champion

Purpose: To build communication capability across our services, so that good practice does not depend on the presence of the Speech and Language Therapist.

Key responsibilities

- Design and deliver specialist training for staff, families and carers relating to communication, social interaction, AAC and PBS-informed practice.
- Provide clinical advice and coaching to staff teams to support consistency and skill development.
- Contribute to the supervision, mentoring and development of junior therapists, assistants or students, where appropriate.
- Advocate for and provide guidance, recommendations and training on communication-friendly environments.
- Contribute to recruitment, induction and development of staff within the PBS Team.

Practice Development, Audit and Evidence Researcher

Purpose: To strengthen the evidence base and the quality of communication support across Positive Futures.

Key responsibilities

- Contribute to service evaluation, audit and quality improvement initiatives to ensure evidence-based practice.
- Critically appraise and apply current research and best practice guidance.
- Support the development of policies, resources and tools that enhance communication support within Positive Futures services.
- Engage in co-production, ensuring lived experience informs service development.
- Identify emerging needs and trends within Positive Futures' services to inform service planning and innovation.
- When necessary, support and facilitate colleagues in research.
- Contribute to the implementation of Positive Futures' corporate planning.
- Represent Positive Futures, as appropriate, to include participation in internal and external special interest / working groups / conferences, showcasing best practice and raising Positive Futures' profile.

Accountable, Registered Practitioner

Purpose: To practise safely and autonomously within professional standards across both jurisdictions.

Key responsibilities

- Practise autonomously, delivering high-quality, innovative Speech and Language Therapy within a Positive Behaviour Support framework and Positive Futures' Values.
- Ensure all work adheres to professional standards, clinical guidelines and organisational policies.

- Maintain accurate, timely and legally compliant clinical records in line with HCPC, RCSLT/IASLT, CORU and organisational requirements.
- Identify and report clinical risks, safeguarding concerns and governance issues in accordance with organisational policies and professional standards.
- Participate in regular professional and managerial supervision in accordance with HCPC, CORU, RCSLT / IASLT and organisational requirements.
- Maintain up-to-date skills and knowledge relevant to the profession and undertake self-reflection in line with CPD principles.
- Undertake appropriate specialist professional and personal development activities, including attendance at relevant courses and conferences, and reading, to maintain and further develop specialist clinical competencies.
- Maintain up-to-date mandatory training.

General

- Demonstrate leadership through modelling values-based practice aligned with Positive Futures' Values and Mission.
- Act as a role model for collaborative, respectful and person-centred working.
- Participate in team meetings, person-centred supervision and organisational learning activities.
- Understand and respect confidentiality and maintain personal data in line with Positive Futures' policies, procedures, and guidance.
- Develop and maintain positive working relationships both internally and externally to further the Mission and Values of the organisation and in the interests of the people we support.
- Have regular contact with the people we support and be available to them in order that their views and wishes are kept to the forefront of our work.
- Demonstrate and provide a person-centred focus to all aspects of the role.
- Make effective use of information, communication and technology systems in order to carry out the responsibilities of the post.
- In consultation with your line manager, liaise with PR and Marketing to disseminate "good news" stories regarding the work of the PBS and SLT team.
- Work flexibly within contracted hours to meet the needs of the department.

There will be occasions when the job holder is required to fulfil some duties outside of normal working hours and flexibility is therefore essential.

This job profile provides a summary of the core responsibilities of the role; however, the job holder may be required to undertake other duties from time to time as Positive Futures may reasonably require.

The Chief Executive must be contacted in the event of all media enquiries.

How Success Will Be Measured

- Assessment plans and initial contacts are completed within agreed timescales, ensuring people and those important to them are kept informed and involved throughout the process.
- Communication interventions are reviewed within agreed timescales and adjusted, stepped down or concluded based on progress, outcomes and the needs of the person we support.
- Restriction reduction work is informed by a recorded communication view, setting out what the person may be communicating and what would reduce the need for restriction.
- Reasonable adjustments and accessible communication approaches are identified, implemented and reviewed to ensure people can participate meaningfully in meetings, decision-making processes and discussions that affect their lives.
- Requests for specialist Speech and Language Therapy advice receive a timely response, with clear communication, agreed timescales and ongoing updates provided when further assessment, consultation or intervention is required.
- Training is evaluated by those attending, and the material is adjusted in response to what they say.
- Clinical records are completed accurately, contemporaneously and within agreed timescales, ensuring a clear record of assessment, intervention, outcomes and decisions. Any exceptions are documented, reviewed and resolved promptly.
- Registration, mandatory training and continuing professional development are current, and professional and managerial supervision is attended and used.
- The post holder makes an active, recorded contribution to at least one audit, service evaluation or quality improvement activity in each cycle.
- Contact with the people we support takes place at the agreed frequency, and their views and wishes are evidenced in the work.

How do I apply for this job?

Complete an application form online stating how you meet the following criteria for this job in the shortlisting section of the application form. We will use this shortlisting section to decide whether to invite you to an interview.

To apply for this role, you **MUST** have:

1. A Degree or Diploma in Speech and Language Therapy recognised by the Royal College of Speech and Language Therapists (RCSLT) or the Irish

Association of Speech & Language Therapists (IASLT).

2. Must hold current HCPC registration and CORU registration (or be eligible to obtain CORU registration) to practise as a Speech and Language Therapist across Northern Ireland and the Republic of Ireland.
3. Minimum of 3 years' postgraduate experience, within the last 5 years, working as a Speech and Language Therapist with individuals with learning disabilities, autism and/or an acquired brain injury.
4. Well established knowledge and experience of a broad range of assessment tools and interventions relevant to individuals with complex communication needs and behaviours of concern.
5. Full UK/EU/EEA driving licence and access to a car which is insured for business use, and willingness to travel throughout Northern Ireland and the Republic of Ireland as required by the role.
Consideration will be given to those applicants unable to drive due to a disability.

To apply for this role, we would also LIKE YOU to have:

- Experience of delivering training to carers, families and professionals.
- Experience of Trauma-Informed Support.
- Awareness of PBS values and principles and the connection between behaviour and communication.
- Experience of using Person-Centred Planning Tools.
- Postgraduate qualification or advanced training relevant to learning disability, autism or acquired brain injury.

If you meet the shortlisting criteria, you will be invited to attend an interview.

To be successful at interview and ensure the people we support receive the highest quality service, you need to:

- Share our **POSITIVE** values
- Have the right skills (or competencies) needed for the job.

Our Values

“Our values” are what underpin everything we do in Positive Futures.

PEOPLE FIRST – our people are at the heart of everything we do.

OPPORTUNITIES – we seek out opportunities that enrich lives and empower people.

SUSTAINABILITY – we strive for positive social, economic and environmental benefits for now and in the future

INNOVATION – we embrace creativity and continuous learning to reimagine and refine our unique person-centred support

TENACIOUS – we don’t give up – we believe in making the impossible, possible.

INCLUSION – our staff and people we support are our strength, we listen and learn together.

VALUE FOR MONEY – delivering impactful, life changing results with efficiency and integrity.

EXPERTISE – we look beyond limitations in our pursuit of excellence

Our Competencies

You need to have the following skills (competencies) to help the people we support to live the life they want.

Competencies for the role	You need to be:
Respectful and Understanding of Others	• Kind and work well with others, treating them with respect and dignity • Understanding of the needs of others
Effective Communication	• Able to communicate effectively with others, verbally and in writing
Results and Quality Focus	• Able to be an active, positive and co-operative member of the team • Helpful and supportive of others • Focussed on the best interests of people we support
Problem Solving and Decision Making	• Open minded and able to resolve difficulties • Able to make good decisions
Resilient to Change and Challenges	• Open to change and new developments / initiatives • Able to adapt well to new and unfamiliar situations • Resilient and cope well when challenges arise

The people we support and our staff are at the heart of all that we do.

As a valued member of staff, you can avail of our competitive salary and benefits package



Pay

01 £38,682
02 £39,810
03 £40,939
04 £42,067
05 £43,195
06 £44,323
07 £45,452
08 £46,580

The above salary scales are based on full-time hours (37.5 hours per week).



Holidays

33-37 days paid per holiday year (including designated holidays)



Pension

We offer a contributory pension scheme - we pay 4% for eligible staff alongside your contribution of 5%.



Training and Support

You will receive induction, relevant training, and a regular 1:1 support meetings with your manager. We also provide opportunities for team development and, when needed, specialist training for teams.

We will support you to develop your career and, complete external and/or accredited training programmes relevant to your role.