

## Role Profile

<b>Role Title</b>	Clinical Specialist Speech and Language Therapist – Regional Specialist Memory Clinic
<b>Purpose of the Role</b>	The Clinical Specialist Speech and Language therapist will provide the advanced clinical knowledge and expertise to lead, manage, develop and deliver a high quality service to service users of the Regional Specialist Memory Clinic at St. James’s Hospital. This clinic provides a specialised outpatient service for patients presenting with complex or uncertain presentations of dementia, under the clinical governance of a Consultant Geriatrician. The Clinical Specialist Speech and Language therapist will work as a member of the multidisciplinary team.
<b>Department/Directorate</b>	Speech and Language Therapy Department, SCOPe Directorate
<b>Reports to:</b>	Speech and Language Therapy Manager In Charge III
<b>Grade</b>	Clinical Specialist Speech and Language Therapist
<b>Salary Scale</b>	€71,405 - €82,860 (pro rata to contractual hours worked)
<b>Job Reference Number:</b>	002182
<b>Enquiries To:</b>	Deirdre Gilchrist, Speech and Language Therapist Manager in Charge 3, SCOPe Directorate;  Phone: 01 428 4723; Email: dgilchrist@stjames.ie
<b>Closing Date:</b>	Monday, 6 <sup>th</sup> April 2026

### **Key Duties and Responsibilities**

- Undertake specialist assessment of patients who have complex presentations suggestive of dementia
- Work inter-professionally liaising closely with all members of the MDT
- Provide expert clinical leadership to the Regional Specialist Memory Clinic service
- To act as a resource within the Regional Specialist Memory Clinic to other members of the multidisciplinary team
- To maintain and develop high standards of clinical practice and knowledge within their specialist area
- To promote quality by reviewing and evaluating the service regularly and striving to find

ways in which standard of quality and efficiency can be improved within their service area

- To optimize the use of available resources to achieve effective outcomes when planning and delivering a flexible service that meets the needs of all service users
- To identify and avail of opportunities to contribute to operational service developments, strategic planning, development of policies and reviewing of service delivery in clinical specialism
- To ensure that a high quality patient centred service is based on the best available evidence
- To develop and implement service/ business plans, quality initiatives, audits etc and report on outcomes in collaboration with line manager
- To monitor and evaluate effectiveness of intervention through the use of evidence based practice and outcome measures and modify practice accordingly.
- To develop and update clinical guidelines for own areas of practice in accordance with evidence and professional body guidelines
- To undertake and/or facilitate research and development programmes, particularly in their area of expertise, which enhance the evidence base.
- To plan, deliver and evaluate education, training and health promotion activities as appropriate
- To provide support for other staff including mentoring, coaching and formal development training as appropriate
- To act as a clinical advisor to colleagues, students and other health professionals providing clinical expertise on a regional and national basis
- To disseminate specialist knowledge and evidence based practice through presentations and publications.
- Maintain professional networks with other clinical specialists, IASLT, education providers, special interest groups etc. to exchange and enhance knowledge base
- Provide professional supervision in accordance with the SLT departmental policy and participate in own professional supervision with SLT Managers.
- Participate and cooperate with legislative and regulatory requirements in relation to Health and Safety as outlined in the Safety, Health and Welfare Act 2005 and the Hospital Safety Statement.

\* The above Role Profile is not intended to be a comprehensive list of all duties involved and consequently the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office. This Role Profile will be subject to review in the light of changing circumstances.

### **Academic/Professional Qualifications and/or relevant Experience**

#### **Required:**

**1.** (i) Be registered as a Speech and Language Therapist by the Speech and language Therapists Registration Board at CORU.

**And**

(ii) Have 5 years' full time (or equivalent) years post qualification clinical experience of which 4 years' full time (or equivalent) must be consecutive in the required area of dementia/memory

**And**

(iii) Candidates must have the requisite knowledge and ability (including a high standard of suitability, management, leadership and professional ability) for the proper discharge of the duties of the office

**And**

(iv) Demonstrate a proven record of clinical excellence in the specialism

**And**

(v) All candidates must demonstrate evidence of continuing professional development relevant to the required area of specialism, in the form of post-graduate qualifications or relevant courses.

**And**

(vi) Candidates must demonstrate achievement in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research.

**And**

(vii) Provide proof of Statutory Registration on the Speech and Language Therapist Register maintained by the Speech and Language Therapists Registration Board at CORU **before a contract of employment can be issued.**

## **2. Annual registration**

(i) On appointment practitioners must maintain annual registration on the Speech and Language Therapists Register maintained by the Speech and Language Therapists Registration Board at CORU

**And**

(ii) Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC)

## **Technical/Clinical Competencies**

Please note for each of the required competencies below, you will be required to provide examples of your current level of knowledge, skill and/or experience for each of these under the ***Application Questions*** section of the application form.

Simply enter each of the below as a heading, and provide your knowledge, skills and experience in the corresponding numbered box under the ***Application Questions*** section of the application form.

### **Required:**

1. Clinical proficiency in the assessment and treatment of adults with acquired communication and swallowing difficulties
2. Proven experience and advanced clinical knowledge in the assessment and management of patients with dementia/memory loss/neurological impairment
3. Evidence of continuing professional development relevant to working with patients with dementia

### **Desirable:**

- Competency in the use of instrumental assessments including videofluoroscopy and FEES for patients presenting with dysphagia
- Evidence of experience in service delivery, planning and development
- Evidence of experience in education and training
- Evidence of involvement in research/audit
- Evidence of training in professional supervision

**SJH Behavioural Competencies: *These competencies will be assessed in detail at the Interview stage. You are not required to include written examples of behavioural competencies on application form. However, during the interview, you will be required to provide examples of when you previously demonstrated these competencies.***

Competency <u>Required</u>	Level Required	Appropriate Descriptors
<b>Quality and Safety</b>	4	<ul style="list-style-type: none"> <li>• Designs and develops initiatives that utilise best practice and which enable best practice work to get done.</li> <li>• Monitors the quality of services.</li> <li>• Always strives for improvement.</li> </ul>
<b>Change and Innovation</b>	3	<ul style="list-style-type: none"> <li>• Communicates ideas and plans for change in a succinct and clear manner.</li> <li>• Engages with stakeholders to overcome resistance.</li> <li>• Is capable of original and lateral thinking</li> </ul>
<b>Continuous Development – Personal and Professional</b>	3	<ul style="list-style-type: none"> <li>• Demonstrates a track record of effective teaching/ mentoring junior staff and is known as a valued resource.</li> <li>• Stays abreast of new technologies/ research relevant to chosen field.</li> <li>• Demonstrates and encourages a strong work ethic</li> </ul>
<b>Leadership Potential</b>	3	<ul style="list-style-type: none"> <li>• Takes ownership and leads by example.</li> <li>• Influences others through evidence based arguments that are aligned with strategic priorities.</li> <li>• Challenges traditional assumptions and champions new initiatives</li> </ul>

**Proficiency in the English language**

A level of proficiency in the English language, written and spoken, is a requirement of all roles within St. James's Hospital. You will be required to self-assess your proficiency level in the Standard Application Form. **In addition, your proficiency in spoken English will be assessed during the interview process appropriate to the role available.**

### **Particulars of Office**

1. The appointment to this post will be **Fixed Term, Part-time and Pensionable.**
2. Annual Leave allowance is **30 days** per annum.(pro rata to contractual hours worked)
3. The person appointed must not give less than **one month's notice**, in writing, of intention to resign.
4. Normal working hours will be **14 hours per week.**
5. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8.00am - 8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement.
6. Incremental credit is normally granted on appointment, in respect of previous relevant experience in the Civil Service, local authorities, health service, public service bodies and other agreed relative experience.

### **General Conditions**

1. The Hospital Board will not be responsible for the loss or theft of personal belongings.
2. Fire orders must be observed and staff must complete fire training every 2 years
3. All accidents within the department must be reported immediately.
4. In accordance with the "Safety, Health and Welfare at Work Act 2005", all staff must comply with all safety regulations.
5. St James's Hospital is a Tobacco Free Campus. The use of Tobacco or Electronic Cigarettes is not permitted within the Hospital Buildings or on the grounds.

### **Confidentiality**

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

### **Health:**

A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

### **Infection Control & Hygiene**

It is the responsibility of all staff across the hospital to ensure that infection control and hygiene standards are adhered to and maintained at all times.

### **Recruitment Process**

- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Standard Application Form)
- Shortlisting of Candidates will be based on information provided in Standard Application Form
- Interview Process
- All applicants who move to the 2<sup>nd</sup> stage of the Selection process (i.e. post interview) will be subject to Reference Checking X 2, Self-Declaration, Garda Clearance and Occupational Health Screening (Questionnaire)
- All external successful candidates who take up appointment will be required to attend a Mandatory Induction Programme.

- In the event that we receive a large number of applications and while you may meet the eligibility requirements of the competition, it may be decided at shortlisting to reduce the numbers being invited to interview. An expert board will examine the application forms against pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates who, based on their application, appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience on the application form.

**Application Procedure:**

To apply for this position, please complete the relevant online application form no later than closing date **Sunday, 22<sup>nd</sup> March 2026.**

*A panel may be formed from which future vacancies will be filled*  
**St. James' Hospital is an Equal Opportunities Employer**