JOB DESCRIPTION

Job Title:	**Clinical Specialist Speech and Language Therapist**
Service/Department:	**Paediatric**
Location:	**Sheffield**
Accountable/Responsible to:	**CSM**
Staff Accountable to Postholder:	**SLTs/CALs**

The Chatterbug Way

Chatterbug Limited is a National Social Enterprise providing a range of Speech and Language Therapy services. We believe in providing high quality, evidence based input that delivers real results. At the core of our service we have four values that form our Chatterbug Constitution and guide how we conduct ourselves. These are:

Open

Connected

Dependable

Fortitude

Job Purpose

To provide senior clinical and locality leadership within Sheffield's Experts at Hand model, combining clinically productive Speech and Language Therapy delivery with supervision, complex escalation, multidisciplinary leadership, partnership working and quality assurance. The postholder will support consistent universal and targeted practice across mainstream education settings, strengthen interfaces with specialist services and ensure safe, evidence based and needs led decision making.

The Clinical Specialist Speech and Language Therapist will provide senior support across Sheffield localities, supervise and develop Speech and Language Therapist colleagues, lead or contribute to complex multidisciplinary decision making, and act as an escalation point where needs or risk exceed the competence or scope of other team members. They will work closely with Sheffield partners and Chatterbug's Clinical Service Manager to translate frontline learning, outcome data and recurring barriers into improvements in pathways, workforce practice and service delivery.

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Key Responsibilities

Clinical Practice

- Assess, diagnose and provide intervention for children and young people with a wide range of Speech, Language and Communication Needs (SLCN), including complex cases.
- Develop and implement evidence-based therapy plans, measuring and reporting on outcomes.
- Provide second opinions and clinical guidance to colleagues, ensuring consistent high-quality practice.
- Lead and contribute to locality multidisciplinary working, ensuring Speech and Language Therapy information informs shared decisions, actions have clear ownership and complex or specialist needs are escalated through agreed pathways.

Leadership & Supervision

- Provide clinical management, supervision, and mentoring to junior therapists, assistants, and newly qualified practitioners.
- Support clinical competency development and build a strong supervision framework.
- Uphold the Chatterbug Constitution and values, modelling expected behaviours and guiding junior colleagues to do the same.
- Lead development and review of clinical pathways, including interfaces with specialist services, and contribute to quality assurance and continuous improvement across the Sheffield service.
- Take a lead role in clinical governance, ensuring clinical standards are met across the service.

Service Development & Business Growth

- Use activity, outcome, child and family experience and workforce feedback to identify themes, agree improvements with partners and check

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whether changes have improved practice and outcomes.

- Work strategically with senior leaders to ensure services are aligned with business KPIs and sector priorities.
- Represent Chatterbug at professional external forums. strengthening networks , partnerships and raise the profile of the organisation.
- Contribute specialist expertise to business growth activities, including tenders, funding applications, and impact reporting.

Training & CPD

- Deliver high-quality training to colleagues, parents, schools, and external professionals.
- Share up-to-date research, ensuring practice reflects current evidence and neuroaffirming approaches.
- Take responsibility for your own professional growth through CPD, audits, and service development activities.

Knowledge & Skills Required

- Advanced clinical expertise, particularly in complex SLCN cases.
- Strong caseload management and outcome-focused therapy planning.
- Excellent communication skills, with the ability to share complex information clearly.
- Proven ability to coach, mentor, and lead others.
- Skilled in project management, service development, and quality assurance.
- Confident in contributing to reports, policies, and legal frameworks (e.g., EHCPs).
- Awareness of digital tools, AI in practice, and emerging trends in SLT.

Professional Standards

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- Extensive knowledge, and ability to uphold, speech and language therapy practice, HCPC/RCSLT guidelines, and evidence-based approaches.
- Uphold safeguarding frameworks and clinical governance requirements.
- Contribute to audits, research, and policy development to inform and enhance practice.
- Maintain accurate, accessible clinical records and reports in line with professional and organisational standards.
- Commit to ongoing professional development, demonstrating reflective practice and engagement with specialist training.

Personal Attributes

- Proactive, innovative and solution-focused.
- Empathetic and supportive, fostering positive relationships with families and colleagues.
- Organised and adaptable, able to manage multiple priorities effectively.
- Committed to upholding the values and ethos of the organisation.

Behavioural Expectations

- **Collaborative**: Works effectively across the senior leadership tier and with the Clinical Service Manager.
- **Professional**: Models integrity, ethical practice, and accountability.
- **Resilient & Flexible**: Maintains focus and positivity under pressure, adapting to change.
- **Client-Focused & Results-Oriented**: Prioritises client outcomes while delivering against KPIs.
- **Innovative & Knowledgeable**: Brings forward new solutions, aligning with sector trends.

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This job description acts only as a guide and is not an exhaustive list. This role may be allocated additional tasks in line with the business needs and developments.

PERSON SPECIFICATION

Job Title: Clinical Specialist: Speech and Language Therapist

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications	Degree in Speech and Language Therapy (or equivalent) HCPC registration Membership of RCSLT Evidence of ongoing CPD relevant to specialist clinical practice	Postgraduate training in specialist clinical areas (e.g., complex needs, autism, AAC)	(e.g. Application Form/ Interview/ Certificates)
Experience	Significant post-qualification experience working with children and young people with a wide range of SLCN, including complex cases Demonstrable experience of line management and/or staff performance supervision. Experience providing clinical supervision, mentoring, or line management to junior colleagues	Experience contributing to service audits, research or clinical governance activities Evidence of contributing to service growth or business development (e.g., tenders, presentations)	(e.g. Application Form/ Interview/ Certificates)

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	Experience contributing to or leading service development projects Experience of representing services at regional or national level (e.g., panels, forums, or professional networks). Experience delivering training to professionals, parents, or wider audiences Experience working across multidisciplinary teams and settings (e.g., schools, clinics, health panels) Evidence of contributing to service growth or business development (e.g. networking, policy or pathway development).		
Skills & Knowledge	In-depth knowledge of assessment and intervention approaches for a wide range of SLCN Strong understanding of complex needs and neuroaffirming approaches Awareness of current evidence base, clinical guidelines, and emerging research Understanding of safeguarding, SEN processes, and relevant legal frameworks	Awareness of digital tools and AI applications in therapy and service delivery	(e.g. Application Form/ Interview/ Certificates)

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	Advanced clinical reasoning and decision-making Excellent verbal and written communication skills, with the ability to adapt information for different audiences Ability to manage a complex caseload independently and effectively Skilled in coaching, mentoring, and developing others Strong organisational and project management skills Ability to deliver high-quality training and CPD Competence in report writing (e.g., EHCPs, Annual Reviews, clinical reports) Ability to work proactively at both clinical and strategic levels		
Job Specific Requirements	The ability to travel independently across the geographical area: Key Requirements ● Valid Driving License ● Access to own Vehicle The ability to work flexibly in accordance with service needs		

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