

Job Description and Person Specification

Clinical Specialist Speech & Language Therapist - Stroke

Permanent Vacancy

Reference: HR25E201

Closing Date for Applications: 27th August 2025

In-person Interview date: 09th September 2025

HR Business Services,
St Vincent's University Hospital,
Elm Park,
Dublin 4.

Contact: 01 221 6062 or recruitment@svuh.ie

Philosophy, Mission and Values of the Hospital

Philosophy

The philosophy of St Vincent's Healthcare Group is based on that of the Religious Sisters of Charity. The principles are observed in the treatment and care of patients, in dealings with staff and are based on the core values.

Mission

The Values underlying the philosophy of St. Vincent's Healthcare Group in relation to our care of patients and staff are those of human dignity, compassion, justice, quality and advocacy, which are based on the mission and philosophy of the Religious Sisters of Charity, our shareholders. We strive to maintain excellence in clinical care, education and research. We will continue to develop the Healthcare Group in line with the above principles and with our responsibilities to the wider Irish healthcare system.

Core Values

Human Dignity, Compassion, Justice, Quality and Advocacy

Accountability and Working Relationships

Title: Clinical Specialist Speech & Language Therapist - Stroke

Reports to: Reports and is accountable to the Speech and Language Therapist Manager

Role Summary:

To provide a quality Speech & Language therapy Service to patients presenting with communication disorders and/or disorders of feeding, eating, drinking and swallowing. The post holder will work as part of our MDT Stroke team.

The Clinical Specialist will possess specialist skills and advanced knowledge related to stroke. He/she will provide clinical leadership and deliver specialist speech & language therapy input to the stroke SLT team. The Clinical Specialist will contribute to the development of the Speech & Language Therapy Service commensurate with a National Centre of Excellence and in line with National Strategy and Clinical Care Programmes.

Key Duties and Responsibilities:

Professional /Clinical

The Speech & Language Therapist, Clinical Specialist will:

- Be responsible for assessment, diagnosis, planning, implementation and evaluation of treatment/intervention programmes for patients with communication and/or disorders of oropharyngeal swallowing function and feeding ability according to professional standards.
- Be able to make highly specialist clinical decisions following assessment of complex cases.
- Be responsible for the development and maintenance of high standards of clinical practice within the stroke service.
- Be responsible for a clinical caseload.
- Ensure a high standard of Speech & Language assessment, treatment and management is provided for patients under his/her care and ensure that professional standards of practice are adhered to.
- Ensure the privacy and dignity of the patient is respected at all times.
- Work within the multidisciplinary team ethos and liaise with staff to ensure that effective communication takes place at all times.
- Keep abreast of research and practice developments within the stroke service by attending seminars, conferences and post graduate courses.
- Communicate with other clinical specialists throughout the country and internationally to further develop clinical excellence and research.
- Act as resource in his/her specialist clinical area to Speech & Language Therapists and other health care professionals regarding the management of complex/problematic cases.
- Serve on and advise such committees that may be set up relevant to this area of clinical specialty.
- Undertake other appropriate responsibilities consistent with the nature of the post.

Working Practice

The Speech & Language Therapist, Clinical Specialist will:

- Collaborate and effectively communicate with the Speech & Language Therapist Manager and multidisciplinary team regarding referral pathways to the specialist area and patient management to ensure a safe, effective and efficient service.
- Build and maintain effective working relationships with other Speech & Language Therapists in the region and other health professionals and attend multidisciplinary, clinical interest group and staff meetings etc. where required.
- Promote changes in work practices, procedures, techniques or technology having regard to the development of best practice and advanced practice in Speech & Language Therapy.
- Be aware of resource management and contribute to business planning and continuous quality improvement related to the Speech & Language Department and the specialist area.
- Advise the Speech & Language Therapist Manager on matters relevant to the optimal functioning of the Speech & Language Therapy Service within the stroke service and in service development of the Speech & Language Therapy Department.
- Assist in the setting and monitoring of clinical standards, policies and procedures, evaluation of clinical practice, quality control and clinical audit.
- Build and maintain good relationships with other services in the region and with agencies, both statutory and voluntary.
- Undertake other responsibilities as agreed from time to time with the Speech & Language Therapy Manager or other such persons to whom he/she may be accountable to.

To Understand and Participate in Research

- To maintain knowledge of and critically analyse current literature and available evidence relevant to specialism and integrate same into practice.
- 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 demonstrate evidenced based practice in clinical specialism through the process of clinical reasoning and decision-making allowing knowledge to be applied in complex/different situations.

To Promote Education and Development – Self and Others

- To identify own personal and professional development needs and to put formal and informal structures in place to meet those needs in collaboration with the SLT Manager.
- To identify and avail of formal and/or informal learning opportunities within SLT and MDT contexts to remain informed on contemporary clinical best practice.
- To analyse and apply learning from formal and informal CPD activities relevant to practice.
- To act as a positive and supportive specialist team leader in their own area.
- Avail of and participate in own supervision with Speech and Language Therapist Manager.
- Maintain and develop professional expertise and knowledge by actively engaging in continuing professional development e.g. reflective practice, by attending and presenting at in-service events, training courses, conferences, professional courses or other courses relevant to practice, participating in research etc.
- Manage, participate and play a key role in practice education of student therapists and promote and engage in teaching/training/support of others as appropriate (e.g. to staff, students, patients, carers etc.)
- To organise departmental journal clubs, academic and clinical case presentations.
- Attend practice educator courses as required.
- Participate in planning and performance management/personal development reviews as required with the Speech and Language Therapist Manager
- Maintain a continuous professional development (CPD) folder/online log in accordance with departmental, IASLT and CORU guidelines.

To Contribute to SLT Professional Practice and Act as Clinical Resource

- To represent the SLT profession within their own area and across multiple service areas within SVUH, larger health service and with all relevant stakeholders.
- To promote and instigate initiatives that will ensure professional practice and advancement of standards.
- To maintain knowledge of on-going work done by SLT professional bodies, Irish healthcare services and relevant developments internationally and apply same to practice when relevant.
- To understand the specifics of current legislation as it applies to their specific area of practice.
- To understand and respect own scope of practice and that of all members of the MDT.
- To know when to ask for support in decisions or referring decisions to others when appropriate.
- To act as an advocate for colleagues within profession.
- To act as a clinical advisor to colleagues, students and health professionals.
- To provide clinical expertise on a regional and national basis on their specialist knowledge and skills in a defined clinical area.
- To contribute professional expertise to wider organisation initiatives/committees or steering groups.

- To disseminate knowledge and evidence based practice through presentations and publications.

Health and Safety

- Participate in mandatory and recommended training programmes in accordance with departmental/organisational guidelines.
- Comply with hospital and community policies in relation to fire, health & safety, risk management, Freedom of Information, patient confidentiality, radiation safety and dignity in the workplace.
- Document appropriately and report any near misses, hazards and accidents and bring to the attention of the relevant person(s) in line with best practice.
- Work in a safe manner with due care and attention to the safety of self and others
- Keep up-to-date with all departmental and hospital standards, policies, guidelines and protocols
- Be aware of risk management issues, identify risks and take appropriate action
- Promote a culture that values diversity and respect

Administrative

The Clinical Specialist Speech and Language Therapist will, in consultation with the Speech and Language Therapist Manager:

- Be responsible for the co-ordination and delivery of service in designated area Ensure good working practice and adherence to standards of best practice
- Promote quality by reviewing and evaluating the Speech and Language Therapy service, identifying changing needs and opportunities to improve services
- Assist the Speech and Language Therapist Manager in service development, including policy development and implementation
- Ensure the maintenance of accurate records in line with best clinical governance, the organisation's requirements and the Freedom of Information Act, and provide reports and other information/statistics as required
- Engage in service audit and demonstrate the achievement of the service objectives and Key Performance Indicators and Quality Improvement Projects
- Deputise for the Speech and Language Therapy Manager as required
- Engage in technological developments as they apply to patient care and service administration
- Be responsible for the organisation and maintenance of clinical equipment
- Keep up to date with change and developments within the Irish Health Service

This Job Description 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 document must be regarded as an outline of the major areas of allocation and accountability at the present time, which will be reviewed and assessed on an on-going basis.

Informal Enquiries or Role Specific Enquiries: Ms Fionnuala Duffy, Speech and Language Therapist Manager & Head of Health & Social Care Professions, Tel: (01) 221 4859. Email: f.duffy@svuh.ie

Person Specification

Factors	Essential	Desirable
Qualifications	<p>Candidates for appointment must:</p> <p>Be registered, or be eligible for registration, as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU.</p> <p><u>Annual registration:</u> On appointment, practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU.</p> <p style="text-align: center;">AND</p> <p>Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).</p>	<p>Relevant Masters or Doctoral qualification</p> <p>Continuing professional development in area of specialism</p>
Experience (length and type)	<p>Candidates for appointment must:</p> <p>Have five years full time (or an aggregate of five years) post registration qualification experience. Of which four years full time (or an aggregate of four years) post registration qualification clinical experience must be in the required area of specialism.</p> <p style="text-align: center;">AND</p> <p>Demonstrate a proven record of clinical excellence in the specialism.</p> <p style="text-align: center;">AND</p> <p>Demonstrate evidence of continuing professional development relevant to the required area of specialism, in the form of post-graduate qualifications or relevant courses.</p> <p style="text-align: center;">AND</p> <p>Demonstrate achievement in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research.</p> <p style="text-align: center;">AND</p>	<p>Significant clinical experience in area of proposed specialism</p>

	<p>Possess 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.</p> <p>AND</p> <p>Provide proof of Statutory Registration on the Speech & Language Therapist Register maintained by the Speech & Language Therapists Registration Board at CORU before a contract of employment can be issued.</p>	
	<p><i>The successful candidate will be required to demonstrate competency in line with the Therapy Projects Office Competency Framework for Clinical Specialist 2008, and including:</i></p> <ul style="list-style-type: none"> • Professional Knowledge • Evaluating Information & Judging Situations • Commitment to Providing a Quality Service • Planning and Managing Resources • Communication & Interpersonal Skills • Managing and Developing (Self & Others) 	
Health	<p>Candidates 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</p>	
Character	<p>Candidates for and any person holding the office must be of good character.</p>	

Particulars of Office:

The appointment is: Whole-time, permanent, and Pensionable

Panel: A panel may be formed to fill upcoming permanent whole time vacancies over the next 6 months.

Annual Salary: as at 01/08/2025, pro rata

1	2	3	4	5	6	7	8	9
€70,698	€72,062	€73,464	€74,858	€76,251	€77,718	€79,263	€80,804	€82,040

These particulars are subject to change in line with overall public pay policy.

Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.

Probationary Period: The appointee shall hold office for a probationary period of six months – The Hospital's Probation and Induction policy will apply.

Pension Scheme: The candidate will be entered into one of the Hospital Superannuation Schemes.

Working Hours: The person appointed will work a basic 35 hour week. 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 8am – 8pm over seven days to meet the requirements for the extended day services in accordance with the terms of the Framework Agreement. (Reference HSE HR Circular 003/2009). Flexibility on hours of attendance in response to service needs will be a requirement.

Annual leave entitlement: 29 days per annum pro rata each year. Annual leave accrued must be taken within the duration of the contract or calendar year and as agreed between the candidate and the Head of Department.

Additional Information

Confidentiality:

During the course of employment staff may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, such information must not 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.

Hygiene:

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Vincent's University Hospital's quality system to ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Policies / Legislation:

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.

Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

Protected Disclosure Policy

See link below for more information on our Protected Disclosure Policy as per the Protected Disclosure (Amendment) Act 2022;

[Protected Disclosures - St. Vincent's University Hospital \(stvincents.ie\)](https://www.stvincents.ie/protected-disclosures)

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings
- Fire orders must be observed and staff must attend the fire lectures periodically
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital Building is not permitted.
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health
- The use of personal mobile phones is prohibited.
- St. Vincent's University Hospital buildings and grounds are **smoke-free**.

Application Process: St. Vincent's University Hospital is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2004. The Hospital values diversity and recognises the benefits of having a workforce that reflects the community we serve. We are committed to equality of access to positions within the Hospital. All recruitment activity and documentation will encourage applications from all potential candidates without discrimination.

Interested candidates should apply for vacancies of interest by visiting the Hospital Careers pages: <http://www.stvincents.ie/Home/Careers.html>

- Note the closing date(s) for the submission of on-line applications are specified on the list of vacancies. St. Vincent's University Hospital are not able to accept late applications.
- It is the applicant's responsibility to ensure that they apply well in advance of the closing date.
- Any applications which are still in progress but have not been submitted after the closing date will not be registered by our Web Recruitment System.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Web Recruitment System.
- St. Vincent's University Hospital may only take into account technical issues raised by an applicant if advised to our Human Resources Department prior to the advertised closing date.

Non-European Economic Area Applicants: While St. Vincent's University Hospital is an equal opportunities employer, in line with current Department of Jobs, Enterprise and Innovation Employment Permit requirements, applications from non-European Economic Area (EEA) will only be considered in the event that an EEA citizen cannot be found to fill the vacancy. Please note that if you are a NON-EEA applicant and are unable to supply documents (listed on www.djei.ie), you are not entitled to participate in this recruitment competition. This is in accordance with the EU Community Preference Rule. Further information is available at www.djei.ie.

Former Public Service employees: Eligibility to compete may be affected where applicants were formerly employed by the Irish Public Service and previously availed of an Irish Public Service Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Collective Agreement: Redundancy Payments to Public Servants

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. This is a non-exhaustive list and any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Persons in receipt of a pension from specified Superannuation Schemes: Former Health Service and Public Sector Employees must adhere to the relevant prohibition of re-employment provisions where they have previously availed of a Public Service Voluntary Early Retirement or Ill Health Retirement Pension from any of the following Pension schemes:

- Local Government Superannuation Scheme (LGSS)
- Health Service Executive Employee Superannuation Scheme
- Voluntary Hospitals Superannuation Scheme (VHSS Officers/Non Officers)
- Nominated Health Agencies Superannuation Scheme (NHASS)
- Other Public Service Superannuation Scheme

Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)

Prospective candidates must satisfy themselves as to their eligibility to be employed applying / competing for posts to be filled through this recruitment campaign.

Abatement of Pension (Section 52 of Public Service Pensions Act 2012): Where a person who is in receipt of a Public Service Pension (e.g. retired on voluntary age grounds) is subsequently appointed to another Public Service post, the Abatement of Pension Regulations apply. This means that in a situation where the total of a person's pension combined with their salary from their new post, exceeds the uprated (current) salary of the position from which they retired, his/her pension is reduced by any such excess amount. This provision applies irrespective of whether the relevant pension was accrued in the same Pension Scheme which applies to the new appointment, or in another Public Service Pension Scheme.

Shortlisting: Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next state of the recruitment process.

All overseas qualifications must be validated. No candidate can work in the Hospital without validated qualifications. If professional registration is also a requirement, candidates must provide documentation of same.

Canvassing will automatically disqualify.

Please note that you will be contacted mainly by mobile phone and email. It is important that your mobile phone number, postal address and email address are correct. It is your responsibility to ensure that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies and skills listed in the person specification. Candidates will normally be given at least one week's notice of interview. All interviews are held remotely unless it is specifically noted otherwise in the Job Description. No subsequent or alternative dates to dates given will be offered to candidates. All posts are located in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description.

Disability: Please let us know if you need any special assistance at interview, e.g. if you have difficulty in moving up or down stairs or have hearing or speech difficulties.

Candidates are notified of the result of their interview at the earliest possible date after the interview. The recommendation of the interview panel does not constitute a job offer. The process continues after the interview and includes clearance checks such as references, Garda clearance, occupational health clearance, validation of qualifications and experience. A job offer is made pending satisfactory clearances. SVUH reserves the right to remove candidates from specific recruitment panels and retract job offers if satisfactory clearances cannot be obtained or are deemed unsatisfactory.

** If you lived in any country for 6 months or more from the date of your 16th birthday other than the Republic of Ireland or Northern Ireland you will be required to provide security clearance for each jurisdiction in which you have resided. Your security clearance must be dated AFTER you left that country and cover the entire period*

of your residence. Seeking security clearances from other countries are the responsibility of the candidate. It is a process which can take an amount of time. Therefore we would strongly advise that you commence seeking international security clearances now.

For some recruitment competitions a panel of successful candidates may be formed as a result of the interviews. Candidates who obtain a place on the panel may, (within the life of the panel), be considered for subsequent approved vacancies. Candidates are placed on a panel in order of merit. A panel is typically live for 6 months.

It is normal procedure that candidates be placed on the first point of the relevant salary scale in accordance with the Department of Finance guidelines.

Declaration: Please read your application carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.

This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

Date: August 2025