



Job Description and Person Specification

Clinical Specialist Speech & Language Therapist Critical Care & Surgical

Permanent Vacancy

Reference: HR26E115

Closing Date for Applications: Monday, 23rd March 2026

In-person Interview Date: Tuesday, 14th April 2026

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

Contact: 01 221 6016 or recruitment@svuh.ie

Accountability and Working Relationships

Title: Clinical Specialist Speech & Language Therapist Critical Care & Surgical

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

Role Summary:

To provide an effective & efficient, evidenced based, patient focussed quality Speech & Language therapy Service to patients presenting with communication disorders and/or disorders of feeding, eating, drinking and swallowing. In the speciality area. The post holder will work as part of a MDT developing key working relationships with medical, nursing and Health & Social Care Professions colleagues across, critical care, surgical, ENT and act as a key member of the tracheostomy team at SVUH.

The Clinical Specialist will possess specialist skills and advanced knowledge related to care of the critical care and surgical patients. The appointee will be responsible for the establishment, development and evaluation of this new innovative initiative in collaboration with MDT colleagues. He/She will provide clinical leadership and deliver specialist speech & language therapy input to the critical care, surgical and SLT teams. 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.

SVUH is a regional, ED, neurology, stroke, cancer and ENT centre. It is the National Centre for Cystic Fibrosis, Liver and Pancreatic Transplant. It is a designated as a Trauma Unit.

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 SLT critical care and surgical services
- 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 specialties.

- 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 SLT critical care and surgical services 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 Therapist 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

The above 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 accountability at the present time, which will be reviewed and assessed on an on-going basis.

The Hospital Structure is currently under review and therefore, reporting relationships may change.

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>Eligible applicants will be those who on the closing date for the competition have the following:</p> <p>Be registered as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU.</p> <p style="text-align: center;">Or</p> <p>Applicants who satisfy the conditions set out in Section 91 of the Health and Social Care Professionals Act 2005, must submit proof of application for registration with the Speech & Language Therapists Registration Board at CORU. The acceptable proof is correspondence from the Speech & Language Therapists Registration Board at CORU confirming their application for registration as a Section 91 applicant.</p> <p>Annual registration: 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>Significant evidence of continuing professional development in area of specialism.</p>
Experience	<p>All candidates must have 5 years full time (or equivalent) post-qualification clinical experience of which 4 years full time (or equivalent) must be consecutive in the required area of specialism</p> <p>And</p> <p>Candidates must demonstrate a proven record of clinical excellence in this specialist field.</p>	<p>Significant clinical experience in area of proposed specialism.</p> <p>Deemed competent in facilitating and analyzing FEES examinations at Level 2A (or above) as outlined in the RCSLT Competency Framework: Fiberoptic Endoscopic Evaluation of Swallowing (FEES) Competency Framework and Training Log (2020) .</p>

		<p>Evidence of research dissemination in the form of clinical audits, poster or conference presentations and/or peer reviewed journal articles.</p> <p>A postgraduate qualification and/or evidence of extensive CPD in an area relevant to the post e.g. ENT and Voice, Neurology, Neurorehabilitation, Respiratory Medicine, Critical Care.</p> <p>At least 4 years of experience working in a fast-paced acute care environment, with adults who present with communication and/or feeding, eating, drinking or swallowing difficulties.</p> <p>A level of expertise in the management of persons with feeding, eating, drinking or swallowing difficulties comparable with a 'Consultant Level Dysphagia Practitioner' as outlined in the RCSLT Dysphagia Training and Competency Framework (2014).</p> <p>At least 2 years of experience in independently managing persons with tracheostomy, including tracheostomy weaning.</p> <p>Experience conducting, analyzing, reporting digital stroboscopes.</p> <p>Some experience in independently managing persons with head and neck cancer.</p>
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<p>Core Competencies</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> <p><u>Professional Knowledge</u></p> <ul style="list-style-type: none"> •Demonstrate evidence of advanced clinical experience, knowledge reasoning and skills in the assessment, planning, implementation, evaluation and modification of treatment programmes within stroke SLT service. •Demonstrate evidence of experience in differential diagnosis and in keeping with current evidence based practice. •Demonstrate evidence of dissemination of advanced ethical awareness and responsibilities in the areas of extended scope SLT. •Demonstrate evidence of a critical understanding of the context in which practice occurs for example socio-political and inter-professional collaboration. •Demonstrate evidence of knowledge and application of risk management processes. •Demonstrate evidence of application of clinical standards, guidelines and procedures. •Demonstrate evidence of IT skills to enable service and statistical analysis, health care records documentation, report writing and email communication. •Demonstrate evidence of appropriate documentation in line with HSE standards for Health Care Records. •Demonstrate evidence of identifying and availing of formal and informal learning opportunities including: <ul style="list-style-type: none"> •Evidence of education in advanced clinical reasoning in neurological conditions. Evidence of delivering an educational role. •Demonstrate a commitment to continuing professional development. •Demonstrate a willingness to develop IT skills and provide innovative and blended 	
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	<p>methods of care delivery (e.g. Telehealth) as appropriate to service and patient needs.</p> <p><u>Evaluating Information & Judging Situations</u></p> <ul style="list-style-type: none"> • Demonstrate evidence of appropriate referral of decisions to a higher level of authority or inclusion of colleagues in the decision making process. • Demonstrate evidence of collecting, evaluation and reporting data on therapy outcomes for service use <p>Demonstrate evidence of use of evidence based practice through clinical reasoning and decision making, applying evidence based outcome measures to evaluate efficacy of treatment and quality of care.</p> <p><u>Commitment to Providing a Quality Service</u></p> <ul style="list-style-type: none"> • Demonstrate evidence of clinical leadership in the development of new service initiatives in collaboration with line manager and other appropriate stakeholders. • Demonstrate evidence of application of research, audit and resulting change and/or quality initiatives. • Demonstrate a commitment to assuring high standards and strive for a user centred service. • Display evidence of knowledge and application of risk management processes. • Display awareness and appreciation of the service users and the ability to empathise with and treat others with dignity and respect. • Demonstrate initiative, flexibility and openness to change. <p><u>Planning and Managing Resources</u></p> <ul style="list-style-type: none"> • Demonstrate evidence of appropriate planning and balancing of clinical demands with other responsibilities through effective time management and organisation skills. • Demonstrate evidence of appropriate delegation of tasks within the clinical area. 	
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	<p><u>Communication & Interpersonal Skills</u></p> <ul style="list-style-type: none"> • Demonstrate evidence of experience in communication skills, oral and written in clear, concise and well-structured manner in multidisciplinary team working appropriate to the content and target audience. • Demonstrate evidence of negotiating clearly and constructively with relevant stakeholders. <p><u>Managing and Developing (Self & Others)</u></p> <ul style="list-style-type: none"> • Demonstrate evidence of team skills and leadership of clinical practice within the multidisciplinary team. • Demonstrate evidence of multidisciplinary working in the designated clinical area. • Demonstrate an ability to manage and develop self and others in a busy working environment. • Demonstrate ability to utilise supervision effectively. 	
Health	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.	
Character	Candidates for and any person holding the office must be of good character.	

Particulars of Office:

The appointment is: Whole-time, Permanent and Pensionable.

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

Annual Salary: Speech and Language Therapist, Clinical Specialist (3025) as at 01/02/2026, pro rata

1	2	3	4	5	6	7	8	9
€71,405	€72,783	€74,199	€75,607	€77,014	€78,495	€80,056	€81,612	€82,860

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: 30 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 members 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 \(stvincents.ie\)](http://stvincents.ie)

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 electronic 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.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Career website.
- 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 weeks' notice of interview. All interviews are held in person 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, overseas police clearance (if applicable)*, 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.

March 2026