



Childhood Development Initiative Ltd

## Senior Speech and Language Therapist Recruitment Information Pack

The contents of this Information Pack relate to the recruitment of Senior Speech and Language Therapists (part-time, term-time)

The closing date for applications is Monday 24<sup>th</sup> March 2025 at 12pm

### About CDI:

CDI is a registered charity and company, dedicated to improving the lives of children, families, and communities in Tallaght and Ireland. We believe every child deserves to thrive, be healthy, happy, and free from poverty, and we're committed to making this a reality.

Through collaboration, research, and data-driven services, we develop programmes that address identified needs. Our approach is strengths-based, child- and family-centred, and uses evidence and early intervention strategies. CDI focuses on prevention, early intervention, and building professional capacity to support children's milestones and strengthen families.

CDI is one of 12 sites delivering the national Area Based Childhood (ABC) programme. This is a national Prevention and Early Intervention (PEI) Programme funded by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), delivered through the Prevention, Partnership and Family Support Programme (PPFS) within Tusla.

### Why work with CDI?

This is an exciting opportunity to deliver evidence-based Speech and Language interventions in children's natural settings, such as schools and early years services, working with their parents/carers. Chit Chat prioritises building strong relationships between SLTs, parents/caregivers, and the services we collaborate with.

You'll be part of a shared learning network with ABC and HSE SLTs, fostering professional growth and exchange, and have access to a range of CPD opportunities, including journal clubs, an internally support network and external structures.

You will work alongside Parent-Carer Facilitators (family support workers) in Early Childhood Education and Care (ECEC) settings to engage with parents/caregivers and help make a difference in their lives and will contribute to early intervention and prevention strategies and evidence-informed interventions, collaborating across the CDI team and more widely.

CDI is focused on delivering evidence-based programmes, with specialist supports in place to ensure outcome focused service delivery, through in house data analysis.

Annual reports will be compiled to highlight the positive impact your work is having within the community.

Additional benefits include:

- Ringfenced fund to support your continued professional development with funding available (up to 2% of your salary)
- Employee Assistance Programme
- Bike to Work scheme
- Regular social events hosted by the CDI social club
- Private pension matched by employer (up to 5%)
- Reimbursement for eye tests and €70 towards corrective lenses for display screen use.

#### About the Role:

Purpose of the role:

To deliver high-quality, family-centered services within designated ECECs and primary schools in Tallaght through the Chit Chat Programme (SLT service). You'll support children with Speech, Language, and Communication needs through a multi-tiered approach, including universal health promotion, targeted interventions (e.g., Talk Boost), and specialist assessments.

Location of the post:

The Senior Speech and Language Therapist (SSLT) will be assigned to work in designated ECECs and Primary Schools within Tallaght. Their office base will be within the Tallaght area.

Employment and Reporting Arrangements:

The SSLT will be employed by the Childhood Development Initiative, Tallaght, Dublin 24, and will report to the Chit Chat Coordinator. Management supervision will be provided by the Chit Chat Coordinator and clinical supervision will be provided by the HSE Integrated Area 2 SLT Manager based in Dublin South-West.

The Senior Speech and Language Therapist will:

1. Deliver in-school speech and language therapy support in collaboration with teachers, early years professionals and parents/caregivers to develop and deliver educational supports and programmes (i.e. Early Talkboost/ Talkboost Key Stage 1 & Talkboost Key Stage 2) to identify and address Speech, Language and Communication Needs (SLCN), including coaching relevant staff on implementation of evidence-informed programmes and interventions.
2. Provide clinical management in the day-to-day running of the service. Be responsible for assessment, diagnosis, planning, implementation, and evaluation of treatment / intervention programmes in designated ECECs and Primary Schools in Tallaght according to professional and regulatory standards.
3. Document and report on assessments, diagnoses, treatment / intervention plans, clinical notes, relevant contacts and summaries in line with best clinical governance, CDI policies, and legislation as required.

4. Foster close working relationships with colleagues and other relevant professionals to maximise the quality-of-service delivery and service user potential.
5. Provide clinical leadership in the service by supporting staff and students as required, prioritising and allocating work, and promoting positive staff morale.
6. Actively participate in own supervision, planning and performance reviews with Chit Chat Coordinator; seek advice and assistance from the clinical supervisor with any assigned cases or issues that prove to be beyond the scope of his / her professional competence in line with principles of best practice and clinical governance.
7. Contribute to the development and implementation of procedures, policies and guidelines while adhering to existing standards and protocols.
8. Operate within the scope of Speech & Language Therapy practice as set out by the Irish Association of Speech & Language Therapists and CORU; maintain professional standards in relation to confidentiality, ethics and legislation.
9. Work in a safe manner with due care and attention to the safety of self and others. Be aware of risk management issues, comply with the health and safety policies and procedures of school sites.
10. Any other duties that may be requested from time to time in agreement with CDI.

Essential and Desirable Skills, Knowledge and Attitudes:
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*Candidates for appointment must:*

- (i) Be registered, or be eligible for registration, as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU.  
And
- (ii) Have three years' full time post qualification clinical experience as a Speech and Language Therapist, including working with children.  
And
- (iii) 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.

*Annual registration:*

- (i) On appointment practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU and confirm this with CDI.  
And
- (ii) Applicants whose first language is not English and/or who have not undergone their Speech and Language Therapy training through English must have achieved the following:
  - A minimum score of 8.0 in the International English Language Testing System (IELTS);
  - A pass in the Clinical English Language Competence Exam (CECE).And
- (iii) Be eligible to work in Ireland.

Required Skills/Competencies:

- *Specialist knowledge, expertise and self-development*
  - Demonstrates clinical knowledge, clinical reasoning skills and evidence-based practice appropriate to carrying out the duties and responsibilities of the role in line with relevant legislation and standards, and deliver safe, efficient and effective services.
  - Demonstrates an appropriate level of understanding of the Speech and Language Therapy process, the underpinning theory and its application to the role.
- *Relationship building & interpersonal skills*
  - Promotes collaboration across functions and builds positive and effective working relationships.
  - Excellent written and verbal communication skills, including the ability to adapt to a range of audiences.
- *Delivery of high-quality results*
  - Agrees targets, delivers services, follows appropriate procedures and reporting requirements.
  - Demonstrates a commitment to and ability to deliver a high-quality, person-centred service.
  - Engages with stakeholders on quality assurance.
- *Leadership & management*
  - Demonstrates the ability to manage oneself and a caseload in a busy working environment.
  - Possesses the ability to set clear and realistic objectives, and effect change.
- *Data analysis & decision making*
  - Monitors and evaluates effectiveness of interventions using evidence-based practice and outcome measures and modifying practice accordingly in consultation with service users.
- *Full clean driver's licence and access to a car*
  - As this role requires travel within Tallaght and occasionally outside of Tallaght, a full, clean licence and access to a car is essential.

Desirable criteria:

- Experience in the delivery of Talk Boost Programmes
- Experience of working closely with Early Years Services and/or primary schools
- Experience with Client Relationship Management software/technology.

Terms and Conditions:

The following terms and conditions apply:

Working week: 30 hours per week.

Salary Scale: Term time role (41 weeks), salary payments made over 52 weeks

	Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7	Point 8	Point 9
WTE	56,160	58,320	60,480	62,640	64,260	65,880	67,449	68,746	70,033
PTE	35,208	36,562	37,917	39,271	40,286	41,301	42,285	43,098	43,906

Annual leave: 24 days per year (pro rata)

Applicants must be eligible to live and work in Ireland.

**Application Process:**

- Informal inquiries to Mairéad Byrne, Chit Chat Coordinator on 085-8015069/mairead@cdi.ie
- Please submit your CV and Application Form to (info@cdi.ie) by 12pm on Monday 24th March 2025.
- CDI takes a competency-based approach to our recruitment processes and the interview will provide you with an opportunity to demonstrate your skills, knowledge and experience.

**Shortlisting and Interviews:**

Shortlisting will take place on Monday 24<sup>th</sup> March 2025, and interviews will be held on Wednesday 2<sup>nd</sup> April 2025 in the CDI offices, Fettercairn, Dublin 24