



## Advanced Speech and Language Therapist

### Job Description

<b>Special Terms:</b>	Full-Time – 35 hours per week Permanent <i>Hybrid working (based at University of Manchester, LGBT Foundation and occasionally at home)</i>
<b>Salary:</b>	NHS Band 7 (Open to Band 6) + 10% pension
<b>Accountable to:</b>	Head of Operations
<b>Accountable for:</b>	Band 5/6 Speech and Language Therapist
<b>Closing Date:</b>	9 am on 10 <sup>th</sup> October 2025
<b>Interview Date:</b>	TBC
<b>Panel:</b>	TBC

### Role Summary

LGBT Foundation is an impactful, vibrant charity with a wide portfolio of well-established services and rapidly developing new initiatives aimed at meeting the needs of lesbian, gay, bisexual, and trans people.

Indigo is Greater Manchester's NHS trans healthcare service. We are a regional and person-centred service, which is primary care led. We enable trans, non-binary and gender variant people to reach their full potential by gender-affirming care. Indigo is delivered as a joint venture between LGBT Foundation and gtd healthcare.

*Trans is an umbrella & inclusive term used to describe people whose gender identity differs in some way from that which they were assigned at birth; including non-binary people, cross dressers and those who partially or incompletely identify with their sex assigned at birth.*

The post holder will provide a Speech and Language Therapy service (also known as Voice & Communication) for trans and non-binary people at Indigo. They will also work as the Team Lead for the Voice and Communication Therapy team, managing and developing the service.

As this role focuses on working for a service specifically designed by and for trans and non-binary communities, we believe lived experience of being trans and/or non-binary and having experienced NHS gender transition services will be hugely valuable to the role.

Our values and behaviours are an important part of who we are; we feel it is essential to get the right people to work with us, so these values need to be as important to you as they are to us.

We are taking positive action to encourage applications from people of colour (PoC) and other racially minoritised communities, trans\*, non-binary, and/or older people (aged 50+), to improve the representation of colleagues from these communities in our staff team.

## **Role Accountabilities**

### **Supervision and Line Management of the Band 5/6 Speech and Language Therapist within the service.**

Provide clinical supervision to the Band 5/6 therapist in the service, to discuss complex cases and be a point of clinical escalation. Provide line management, support and regular check-ins with the band 5/6. Oversee allocation of clinical activities and line management.

### **Service Delivery, including interventions with service users.**

In collaboration with the multi-disciplinary team, the post holder will assess, treat and manage their own caseload as well as providing clinical support to others on speech and language therapy issues.

Independently manage a complex caseload, with appropriate supervision. The post holder will employ evidence-based practice (EBP), promoting this approach to all staff, volunteers and students. Tell us about a

### **Reporting and Monitoring of Data.**

Collect and monitor data and produce reports for Head of Operations, Business Manager and Commissioners regarding the Voice and Communication Therapy service within Indigo.

### **Service Development and Planning.**

Contribute to the development, implementation, monitoring and adjustment of care pathways in collaboration with the Senior Leadership Team.

Be responsible for creating, improving and implementing any standard operating procedures (SOPs) and Voice and Communication Therapy-specific policies. Plan service delivery and work on improvements to balance clinical excellence and the demands of a busy service, such as efficient waiting list management.

*A more comprehensive description of role responsibilities is included at the end of this document.*

## **LGBT Foundation Accountabilities**

- Display a genuine commitment to equality of opportunity and an understanding of the issues faced by all LGBT communities. LGBT Foundation will challenge any discriminatory behaviour or language if it occurs.
- Further, LGBT Foundation has a commitment to using the insight gained through its work to make the organisation more inclusive and representative of all LGBT communities.
- Completion of specific tasks allocated through work plans, project plans and the annual business plan of LGBT Foundation.
- Provision of monthly information (accurate data and informative commentary) within your areas of responsibility for performance management purposes.
- Compliance with LGBT Foundation's policies, procedures, management, and monitoring systems.
- We are a learning and development organisation and will consistently provide and support opportunities for staff to exceed theirs and our expectations. In common with all staff, you have a responsibility for drawing attention to your own training needs as well as those of colleagues that you work with that LGBT Foundation will then aim to support you with.
- Any other duties in line with your skills and abilities, as directed by your line manager.
- All staff are expected to maintain a flexible approach to their roles and respond to the LGBT Foundation's changing needs. The responsibilities of this post may be changed subject to review, over a period of time. This will be done in consultation with the post holder.

## **Person Specification**

We realise that we could miss incredible talent joining LGBT Foundation because someone might not see themselves in every single one of these criteria below. For example, research shows that women of colour are less likely to apply to a role if they do not meet all criteria.

Please do not be put off if you feel you do not tick all the boxes below. If you think you could be great for this job, but are not entirely sure, please apply anyway.

## Education and Qualifications

<p>Qualified speech and language therapist</p> <p><i>Note: You must have completed the Royal College of Speech and Language Therapists' Newly Qualified Competency Framework.</i></p>	Essential
A Master's qualification or equivalent in Voice, Trans Healthcare, or related field.	Desirable
Current HCPC registration	Essential
Current RCSLT registration	Essential
Membership of RCSLT Clinical Excellence Network relevant to the post	<i>Desirable on application</i> Essential for the post holder
Membership of the British Association of Gender Identity Specialists (BAGIS)	<i>Desirable</i>
Completed all levels A, B and C) of the Royal College of Speech and Language Therapists Trans and Gender Diverse Voice & Communication Competency Framework	Essential
<p>Completed a post graduate qualification or credential in Gender Identity Healthcare, such as:</p> <ul style="list-style-type: none"> <li>• Postgraduate Certificate in Gender Healthcare Practice, or</li> <li>• The Royal College of Physicians' Professional Certificate in Core Capabilities in Clinical Practice for Adult Gender Identity Healthcare (Certificate 1), or above.</li> </ul>	Essential

Qualification in Healthcare Management	<i>Desirable</i>
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## Experience

Experience of delivering voice and / or trans voice and communication care	Essential
Experience of providing professional training to clients, carers, and members of the multi-disciplinary team	Essential
Experience of service development, evaluation and improvement	Essential
Experience of working with service users to improve service delivery	Essential
Experience of working in a multi-disciplinary team	Essential
Experience of leading a team of Speech and Language Therapists	Essential

## Skills and Knowledge

Ability to understand and apply Clinical Governance to all levels of care delivery	Essential
To work at a specialist level from referral to discharge	Essential
Specialist knowledge and skills in the assessment and treatment of voice in adults	Essential
Effective presentation skills	Essential
Ability to work with complex clinical cases, including co-morbidity and personal and emotional complexity	Essential

Awareness of personal and professional boundaries	Essential
Ability to concentrate for prolonged periods on complex tasks to deliver the care pathway	Essential
Ability to write clear, accurate and accessible reports	Essential
Ability to communicate clearly and effectively with a wide range of clients, carers, and professionals	Essential
Culturally competent in working with people from a wide range of backgrounds, including ethnically diverse, LGBTQ+ and people with disabilities, and/or willingness to undertake training on these areas	Desirable  Essential
Ability to work autonomously	Essential
Ability to communicate effectively with clients and carers, with a high level of sensitivity to emotional aspects of change	Essential
Ability to communicate effectively with members of the multi-disciplinary team	Essential
High resilience and ability to work in stressful situations	Essential
Able to identify, implement and evaluate evidence-base to the care provided	Essential
Excellent presentation skills (written, visual and oral)	Essential

Ability to work effectively in a stressful environment	
Ability to communicate effectively with a wide range of clients and team members from diverse backgrounds	Essential
Car Driver	<i>Desirable</i>

Your suitability for the role will be assessed via the application form, interview and any assessments required for the role as part of the interview process. The recruiting manager and service leads reserve the right to review this job description and person specification to meet the needs of the service.

If you do not meet the above Band 7 criteria, please consider whether you may be more suitable for the below Developing Advanced Speech and Language Therapist Post:

This post may be offered as a development post ('Developing Advanced Speech and Language Therapist') at the discretion of the recruiting manager and/or interview panel.

In this case, the applicant must:

- Have completed RCSLT Newly Qualified Competency Framework
- Be working at a satisfactory level, fully meeting the Band 6 NHS Specialist Speech and Language Therapist job description and person specification.
- Have experience of line management/leading a service

In this scenario, the successful applicant would hold the title 'Developing Advanced Speech and Language Therapist' until such time that they have achieved the skills and qualifications listed in the job description and person specification.

Supervision will be offered to the candidate, as well as CPD and training opportunities for them to develop the skills to be considered a specialist in this clinical field.

The Developing Advanced Speech and Language Therapist will be confirmed in post as an Advanced Speech and Language Therapist:

1. On completion of the RCSLT Trans and Gender Diverse Competency Framework, *all* Levels A, B **and C**;

**AND**

2. On completion of Post Graduate study in a recognised qualification or credential in Gender Identity Healthcare, such as a Post Graduate Certificate or Royal College of Physicians Professional Certificate in Core Capabilities in Clinical Practice for Adult Gender Identity Healthcare (Certificate 1).

**All** of these criteria must have been completed within a minimum of 12 months and a maximum of 3 years after appointment. Progression will not be considered before a minimum of 12 months and will be linked to the annual Personal Development Review (PDR) system.

If the criteria are not met within 3 years **in the absence of mitigating circumstances**, then the post will remain at their current banding and their title will revert to 'Speech and Language Therapist'.

### Terms and Conditions

- (i) **Hours** – 35 hours/week– with an expectation of some evening and weekend work.
- (ii) **Annual Leave** – 26 Days per year – increasing by one day for each year served up to 31 days after 5 years' service (*pro rata where appropriate*) – plus bank holidays.
- (iii) **Probation Period** – Post subject to successfully completing a 6-month probationary period.
- (iv) **Hybrid Working** – As an organisation we follow a hybrid method of working. As a result, colleagues work from home and our centre in Manchester. Due to the nature of this role, there will be an expectation for at least a weekly presence within our Centre in Manchester. A commute would need to be self-funded so please bear this in mind if you do not live locally.

We understand that working for an LGBT organisation could impact on your identity, community, and/or culture. If you would like to discuss this or any aspect of the role further, please contact the recruitment team on 0345 3 30 30 30 or [recruitment@lgbt.foundation](mailto:recruitment@lgbt.foundation)