

## Kent County Council

Job Description: *Kent Professional Lead, Speech and Language Therapist  
Balanced System®*

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<b>Directorate:</b>	<b>Children, Young People and Education</b>
<b>Unit/Section:</b>	<b>SEN Assessment &amp; Placement</b>
<b>Grade:</b>	<b>KR12</b>
<b>Responsible to:</b>	<b>SEN ICT Strategic Manager</b>

### Job Purpose

To be the joint Kent Wide professional lead for the implementation of the Balanced System® Framework for Speech, Language and Communication.

To use specialist expertise in speech, language and communication to facilitate and drive forward the implementation in conjunction with commissioners, providers and parents across Kent

### Key activities

1. To attend strategic meetings as part of the SEND workstreams and report regularly on the progress of implementation.
2. To work as a subject matter expert, alongside Better Communication CIC to deliver the implementation of the Balanced System® including regular liaison, solution finding and reporting.
3. To be confident and competent in the use of the Balanced System® online tools in order to support local contributors and report back to Better Communication CIC difficulties and suggestions for local adaptations.
4. To produce local reports for the Leadership Group as required.
5. To convene and build local networks between elements of the children and young peoples' workforce across all ages and phases 0-25 and work collaboratively with all stakeholders.
6. To ensure that information about the implementation of the Balanced System® in Kent is widely available in accessible forms across a range of media.
7. To disseminate information about the Balanced System® including presentations, information sessions and coaching. To challenge thinking/ ways of working and persuade, motivate and influence other stakeholders to realign their practice as necessary.
8. To work with local networks in Kent to ensure consistency of implementation.
9. To work with young people with SLCN using appropriate facilitation techniques to ensure their co-production is part of the implementation plan.

10. To undertake Balanced System® Scheme for Schools and Settings (SS4S) Licensed Mentor accreditation and to lead the local mentors' group once training complete.
11. To support schools and setting undertaking the SS4S in their accreditation journeys.
12. Communicate clearly with teams and individual staff members ensuring that individuals understand the rationale for change.
13. To adhere to robust Governance around the project, reporting risks challenges and concerns and escalating as appropriate.

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### Person Specification *Kent Professional Lead, Speech and Language Therapist Balanced System®*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	Criteria
<b>QUALIFICATIONS</b>	AHP Recognised degree qualification or equivalent and Masters or equivalent experience HCPC Registration as a Speech and Language Therapist
<b>EXPERIENCE AND KNOWLEDGE</b>	Significant proven experience as a senior clinician Experience of clinical audits and benchmarking Experience of improving patient experience through complaint management or patient feedback.  Experience of partnership working with multi-agency colleagues and parents/carers Experience of leading change with a range of stakeholders through building trust and inspiring others to work differently. Experience of leading projects and initiatives. Demonstrable experience of designing and delivering high quality training to a range of audiences. Experience of monitoring and evaluating activities. Understanding of role of other professionals and partnership working A good level of understanding of system wide working,. Able to use knowledge of best practice to work innovatively with experience of inspiring other to work in new ways. Knowledge of national policies relevant to health, education and social care. Demonstrate clear vision of best practice in system wide approach to meeting the speech language and communication needs of 0-25. Knowledge of a range of outcome tools. In depth experience of using an outcome tools to demonstrate impact at a service and individual level. Knowledge of the Balanced System.

<b>SKILLS &amp; ABILITIES</b>	<p>Able to develop and maintain excellent working relationships with a range of stakeholders.</p> <p>Leadership skills that demonstrate an ability to work compassionately and value diversity.</p> <p>Highly skilled communicator (written and verbal) skills able to work with a range of stakeholders and lead through change.</p> <p>Able to work to under pressure, prioritise and meet deadlines.</p> <p>Excellent negotiation, problem solving and decision making skills.</p> <p>Analytical and reflective practice skills.</p> <p>Able to work as part of a senior leadership team, understanding the roles of others.</p> <p>The post includes travel to areas often inaccessible by public transport. The post holder needs to be able to reach these areas.</p>
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# Organisational Responsibilities

All Corporate Directors, Directors and Heads of Service have an explicit responsibility to work as part of a team to deliver, collectively, the agenda of the County Council. These are fundamental elements of their role not an addition and are summarised as follows

## Whole Council

- Seek to improve the lives of all residents in Kent and the economy of Kent
- Act as corporate parent to the Council's Looked After Children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code)
- Advise elected Members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives

## Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies

## **Embedding Commissioning and Engaging Relevant Markets**

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

## **Managing Change**

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance
- Deliver to agreed budget and income targets