



**Speech and Language Therapist (SLT) Professional
Advisor (Paediatrics)**

September 2026

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Welcome from the CEO, Steve Jamieson



I am delighted that you have expressed an interest in the Royal College of Speech and Language Therapists (RCSLT). We are a team of supportive, compassionate, and collaborative professionals committed to creating a society that is **inclusive** of all with communication and swallowing needs.

Having joined the RCSLT in March 2023 as the CEO, I am thrilled to be leading the organisation through its next phase of growth. Through support from our members, colleagues and Board of Trustees, we are making significant strides in delivering our [strategic five-year plan 2022-2027](#) while simultaneously architecting our vision for 2027-2030. We have just commenced our planning for our new strategic plan and undertaking a major consultation with our membership and stakeholders to establish our key priorities for the coming three years. Central to this journey is our unwavering commitment to remaining an **inclusive and great place to work**.

Everyone who works at the RCSLT plays a key role in **delivering excellence to our members**. As the voice of speech and language therapists (SLT) in England, Northern Ireland, Scotland and Wales, we are looking for highly motivated and talented people who are passionate about the work of the RCSLT and can align with our [Vision, Mission and Values](#). We aim to be an employer of choice and a high performing organisation where people feel valued, heard, and supported to achieve their full potential. We want to make sure that all our employees have the resources and tools they need to enable them to thrive and deliver their best work.

More about the RCSLT: We are a professional body for SLT in the United Kingdom. We support and represent over 24,000 members. We have offices in London, Belfast, Edinburgh, and Cardiff. We employ approximately 70 employees, primarily based in London with hybrid working arrangements.

Our vision: A society that is inclusive of all with communication and swallowing needs.

Our mission: is to enable better lives for people with communication and swallowing needs. We do this by facilitating and promoting research, producing guidance, holding events, and influencing government. We promote better education and training for SLT and provide information to our members and the public about speech and language therapy. This is how we work: [Our governance and leadership](#).

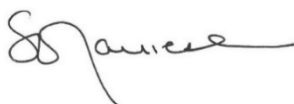
Our values:

- **Accountable** – we take responsibility for our actions and value constructive, kind and honest feedback.
- **Belonging** – we build a sense of belonging together by valuing equality, diversity and inclusion in all that we do.
- **Integrity** – we are honest, transparent, and trustworthy.
- **Professional** – we are competent, innovative, reliable and effective.
- **Compassion** – we create compassionate and supportive connections, working together as one team through successes and challenges.
- **Empowerment** – we are empowered to try new things and learn from mistakes, so we grow professionally and personally.

Equity, Diversity, and Belonging (EDB): At the RCSLT, we believe a strong profession is an inclusive one. Our vision is to build a profession where every voice is valued, every identity respected, and every practitioner and staff member is empowered to thrive. Our values guide all our actions, and we are committed to fostering an environment that challenges inequality, champions diversity, and promotes inclusion at every level. We strive to build an inclusive working environment where opportunities are open to all, diversity is celebrated and valued, and everyone feels respected, empowered and safe. We are dedicated to embedding EDB practices throughout our recruitment and selection procedures and welcome applications from candidates regardless of their age, disability, neurodiversity, religion or belief, gender identity, sexual orientation, ethnicity, or race. The RCSLT's new vision and strategy sets out our priorities, including our aspirations for taking these forward as an organisation. We encourage you to explore [our EDB vision and strategy](#), [our comprehensive resources, guidance, and update](#), and [our anti-racism statement – reaffirming our vision and commitment](#).

If you are excited by the work of the RCSLT and would like to know more about our current vacancy, please read our recruitment pack below for more details. Should you require further information about other vacancies, please contact our HR/People Team on hr@rcslt.org. We look forward to receiving your application.

Kind Regards,



Chief Executive Officer, Steve Jamieson MSc BSc (Hons) RN

The role:

Job title: SLT Professional Advisor (Paediatrics).

Reports to: Head of Professional Development Programmes.

Hours: Part time (7 hours per week).

Location: Remote-based – must be able to attend the London office as appropriate.

Contract type: 12 Months Fixed-Term Contract, part time, 7 hours per week.

Key relationships: Director of Professional Development & Innovation, Heads of Nations, Head of Research & Outcomes and Membership Team.

Job purpose

- To support RCSLT to respond quickly and effectively to clinical and professional matters of interest and concern to the membership, key stakeholders and the organisation.
- To provide clinical and professional advice to support the work undertaken by the multiple RCSLT directorates (e.g. membership and communications, policy and public affairs and professional development and innovation), including:
 - member enquiries
 - projects relating to SLT practice and workforce resilience and sustainability
 - consultations and responses at a national and local level
 - requests for RCSLT endorsement.
- Co-manage the RCSLT volunteer clinical and leadership advisor roles and liaise with as required when formulating clinical and professional advice.
- Support with the development of the clinical and leadership advisors and networks using their expert knowledge and engagement with members and key stakeholders.
- To work collaboratively with colleagues across the organisation to ensure RCSLT work is evidence informed

**The SLT professional advisors will maintain an active clinical role outside of the RCSLT which will enable them to have the knowledge and experience to deliver this role.*

Scope and accountability

Reporting to the Head of Professional Development Programmes, the SLT Professional Advisor has delegated responsibility for the provision of advice and support, relating to clinical and professional practice and development, used to inform work across multiple RCSLT directorates. This includes lead responsibility for providing advice within the scope of their competency, seeking advice and support from the volunteer advisor roles and key stakeholders as appropriate, and using data and evidence-based practice to inform all advice.

The SLT Professional Advisor is responsible for keeping up to date with professional practice issues and the changes and developments which impact on the workforce and assist in bringing these to the attention of the organisation, whilst inputting into escalations and insights reports. The SLT Professional Advisor is responsible for the management of RCSLT volunteer advisor roles and supporting activities related to RCSLT professional and clinical networks.

Responsibilities for resources

The Professional Advisor is responsible for the following resources:

- The clinical content of communications related to awareness days developed by RCSLT.
- Co-management of the RCSLT volunteer advisor roles.

What are the main responsibilities?

- Provide clinical and professional advice in a timely manner to support the membership support team in responding to enquiries.
- Provide advice to support RCSLT projects, particularly those relating to SLT practice.
- Provide advice to support consultation responses, RCSLT endorsement requests and other key pieces of work alongside the policy and public affairs team, communications and within the directorate of professional development and innovation.

- Provide information and resources to support wider work to assist members in their practice and support workforce resilience and sustainability.
- Liaise with the RCSLT volunteer advisors as required when formulating clinical and professional advice, particularly when outside of their own clinical expertise and scope of practice.
- Use data and evidence to inform advice and support given to RCSLT and its members.
- Co-manage and support the RCSLT clinical and leadership advisor roles.
- Horizon scan and keep up to date with professional practice issues and the changes and developments which impact on the workforce and assist in bringing these to the attention of the organisation, inputting into escalations and insights reports.
- Identify and support RCSLT involvement in key events, working groups or workstreams that are relevant, important and impactful to RCSLT and/or the profession.
- Support activities relating to the RCSLT professional and clinical networks.
- Provide clinical content for use in communications developed by RCSLT related to awareness days.

What we need from you?

Person Specification

Knowledge and qualifications

- HCPC registered Speech and Language Therapist (SLT) (E)
- Clinical and professional knowledge of own areas of SLT (E)
- Current member of RCSLT and strong understanding of the remit of the professional body (E)
- Excellent knowledge of evidence-based practice (E)
- Excellent understanding of the complexities of working with a variety of stakeholder groups (E)

Experience

- Experience of collecting, analysing and synthesising data to inform practice and using learning to support practice (E)

- Significant experience of working as an SLT clinically in a relevant field (E)
- Experience of leading or managing a team (D)
- Experience of mentoring and supporting others (D)
- Carrying out evaluation of clinical practice using outcome measures, data analysis, service evaluation, audit, quality improvement and/or research (E)
- Managing multiple on-going tasks and processes (E)
- Experience of undertaking projects where consultation, facilitation and collaboration were key features, including experience of working with a variety of stakeholder groups and building professional networks (E)

Skills and abilities

Organisation and planning

- Planning and organisational skills, including ability to deliver to a complex portfolio of projects to differing deadlines (E)
- Able to prioritise and organise tasks across different projects to effectively meet the demands of ongoing work as well as addressing reactive unanticipated tasks (E)
- Able to collate and organise large amounts of information clearly and methodically (E)

Communication

- Able to work collaboratively within a team and with wider networks of colleagues and external contacts (E)
- Able to provide guidance to others that is appropriate to their needs and concerns, including signposting to sources of information (E)
- Verbal and written presentation skills to enable effective communication with a wide range of different audiences, adapting the means and style of communication as required (E)
- Written editing skills to enable clear and effective communication (E)

Problem solving & analytical abilities

- Skills in analysis, interpretation and presentation of complex and detailed information (E)
- Able to critically appraise and synthesise different sources of evidence to produce clear and concise summaries (E)

- Able to analyse and summarise qualitative and quantitative information, present this information clearly to others and use this information to inform further work (E)

Technology

- Able to use online databases and web-based technologies to conduct literature searches (E)
- Able to use Microsoft PowerPoint; Excel, Word, and/or other document management systems (E)
- Able to produce resources in relation to projects e.g. posters, infographics (E)
- Able to use social media effectively to disseminate information (D)

Interpersonal skills and teamwork

- Ability to develop collaborative working relationships, negotiate, and apply persuasion and persistence where appropriate (E)
- Ability to develop and maintain the skills and knowledge required of a Speech and Language Therapist (E)
- Strong ability to mentor/support the development of staff (D)

Personal qualities

- High levels of self-motivation, enthusiasm and passion for the professional field that you represent (E)
- Commitment to equality and valuing diversity and understanding of how this applies to delivery of own area of work (E)
- Commitment to the aims and charitable objectives of the RCSLT (E)
- Commitment to collaborative, facilitative and partnership working and team working internally and externally with stakeholder groups (E)
- Commitment to equality and diversity in all aspects of the RCSLT's activities and service delivery (E)
- Willingness to travel across the UK, with overnight stay occasionally, when required (E)

Other: Occasional travel within the UK if required.

Please note: We can only accept applications from those who have full working rights in the UK, we cannot offer sponsorship for this role.

What will you receive?

Salary range: Your full-time equivalent will be £46,669 (non-London based salary) + excellent benefits. Therefore, you will receive £9,334 per annum.

Probationary period: 3 months.

Generous annual leave entitlement: 25 days paid holiday (plus bank holidays) which increases with service plus additional closure days between Christmas and New Year on a pro-rata basis.

Pension scheme: Stakeholder pension contribution of 9% from the RCSLT.

Employee Assistance Programme: Access to a free, 24/7 completely confidential telephone helpline for all employees and their family members.

Life Assurance: Group life assurance scheme which pays out 4x salary in the event of death in service.

Other employee benefits include:

- Access to **training and development** opportunities
- **Flexible working/hybrid working** arrangements
- **Season Ticket Loan** scheme
- **Cycle to Work** scheme
- **Family friendly** policies and procedures including enhanced maternity and paternity leave and pay
- **Occupational Sick Pay** scheme
- **Eye care** voucher scheme
- Opportunity to become a member of our **affinity groups** and more!

How to apply:

Closing date for applications: 9am Tuesday 6 October 2026.

The interview will include a virtual Teams call and interviews will take place the week commencing Monday 26 October 2026. Please note, there may be a task as part of the interview process.

Your application should consist of:

1. A full **CV** including the names and addresses of two referees (at least one should be from your current/most recent employer). Referees will not be approached until the final stages and not without your consent.
2. A **cover letter** of no more than 2 sides of A4 detailing why you are interested in joining RCSLT as the **SLT Professional Advisor (Paediatrics)** and how your skills and experience meet the essential criteria of the role. (Please note that for your application to be considered you need to submit both your CV and cover letter).
3. Completed applications should be submitted through our recruitment portal, Personio. **Note:** The successful candidate must have the right to work in the UK.

Should you wish to discuss the role in strict confidence, or for more details about the role, please contact Gemma Holmes (gemma.holmes@rcslt.org).

Our recruitment principles

We are committed to a fair, transparent, and inclusive recruitment process. All applications are handled with strict confidentiality to protect your privacy and encourage openness throughout the process.

Our commitment to Equity, Diversity, and Belonging (EDB)

The RCSLT is committed to fostering an inclusive and equitable workplace where everyone feels valued and a sense of belonging. We aim to embed equity, diversity, and belonging practices throughout our recruitment and selection procedures. We strive to ensure everyone is valued equally for their contribution, experience, knowledge, and skills. We welcome applications from candidates of all different backgrounds.

The Royal College of Speech and Language Therapists (RCSLT) is the professional body for speech and language therapists in the UK. As well as providing leadership and setting professional standards, the RCSLT facilitates and promotes research into the field of speech and language therapy, promotes better education and training of speech and language therapists, and provides its members and the public with information about speech and language therapy.

rcslt.org | info@rcslt.org | [@RCSLT](https://www.instagram.com/rcslt)

