

Job Profile

Job Title: Early Years Speech and Language Therapist 1 FTE

Job Grade: Level 4, Zone 2

Salary Range: £47,394 - £54,222

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

Camden is one of 75 local authorities delivering the Family Hub and Start for Life Programme (2022 – 2025), overseen by the DfE and DHSC. The Early Years Speech and Language Therapist will support the development and delivery of Camden Kids Talk (CKT), a system-wide approach to improving early language and the home learning environment (HLE), one of the areas funded through the Family Hubs and Start for Life programme. The aim is to support communication, speech and language from pregnancy, increasing the number of children reaching a good level of development at the end of their Early Years Foundation Stage. This work is part of Camden's increased investment in the first 1001 days and ongoing commitment to prevention and early intervention to reduce inequality and give every child the best start in life.

About the role

You will bring your specialist skills and knowledge in communication, speech & language to the Camden Kids Talk project. You will play a key role in driving change and implementing the workstreams, overseen by the delivery group. These include workforce development, implementing and embedding the Wellcomm Toolkit and associated evidence-based interventions across the early years system, promoting our "top ten tips" campaign and ensuring parents and carers influence services through co-design. The role involves being part of a significant change programme to tackle the increasing concern about communication, speech and language development and to improve outcomes for children at the earliest opportunity.

About you

You will be a qualified Speech and Language Therapist with experience of working with children and families in the early years and have insight into the challenges many families experience.

You will be:

- Committed to prevention and creating a culture where communication, speech & language is everyone's business, focused on improving outcomes.
- Confident in managing and driving change and embedding new ways of working, including the development of Children's Centres and Family Hubs.
- Knowledgeable about the research and evidence that supports prevention and early intervention, with a focus on the first 1001 days.
- Flexible, demonstrating resilience, with the capacity to thrive and adapt in a complex and challenging environment.
- A good communicator, able to work diplomatically with a wide range of individuals and groups and use your negotiation skills to develop and maintain partnerships, displaying an awareness and sensitivity to social, cultural and economic issues.
- Be solution-focused to overcome barriers, ensuring workstreams are delivered on time.

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- Develop, manage and implement quality assurance processes, embedding new practice, supporting continuous development and learning and sharing best practice.
- An excellent trainer, experienced in coaching and supporting practitioners to reflect on and develop their skills in supporting speech, language and communication.
- Experienced in working with young children with a range of communication needs, including those with social, emotional and mental health needs.
- Experienced in analysing and using data to evaluate and provide evidence of impact, producing reports to share progress with a wide range of colleagues.
- Demonstrate knowledge of current policies and practice in the education and health and incorporate these into our model of working.
- Be able to implement practice to safeguard children using the relevant policies and procedures.

Work Environment:

You will be based in Agar Children's Centre and also work in children's centres and other community venues across the borough and the main council office, 5 Pancras Square.

People Management Responsibilities:

None

Relationships:

You will work closely with the Camden Kids Talk Project Lead and SLT Lead and Camden Kids Talk Communication Teacher and play a key role in coordinating the CKT multi-disciplinary delivery group, working with colleagues across the directorate and with partners.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

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At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,