

Role Profile

Part A - Grade & Structure Information

Job Family Code	12PCS	Role Title	Senior Speech and Language Lead
Grade	PS12	Reports to (role title)	Service Manager Speech and Language Therapy
		Directorate	Children, Families and Lifelong Learning
JE Band	519-613	Service	Education and Lifelong Learning/ Early Intervention and Support
		Team	Speech and Language Therapy
		Date Role Profile was created	07/05/2026

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>To develop and monitor the quality and impact of speech and language therapy provision to children in Surrey. To support the current SEND reforms and developing the Experts at Hand model working with internal therapy teams, education services within education, public Health, commissioning team and external providers/commissioners.</p> <p>To develop therapy provision that meets need through a graduated response and enables early identification and support.</p> <p>To deputise for the principal therapy lead with regard to service development and improvement.</p> <p>To lead the teams who will be in East Surrey - this is approx 100 therapist and assistants and be responsible for service design and resource allocation in East Surrey.</p>
Work Context	<p>Surrey County Council is striving to transform our 0-25 services for children and young people with additional needs and disabilities, advancing SEND reforms and strengthening educational equity. We aim to provide local, early, fair, effective support in partnership with other services in education, health and care, families and settings to deliver better experiences and outcomes for all our children and young people. The voices of children should be at the heart of decision making.</p> <p>Current priorities for the speech and language therapy service and this role are:</p> <ul style="list-style-type: none"> getting ready for local government reorganisation develop our Experts at Hand offer as part of the SEND reforms maintaining a high quality service for all the children and young people, families and settings who access that service as well as ensuring that the service is a place where people want to come and work leading the therapy teams who will TUPE into East Surrey at the point of devolution Providing strategic leadership through the service development plans on an annual basis
Line management responsibility if applicable	The area and clinical Leads within the East speech and language therapy service
Budget responsibility if applicable	Responsibility for the East Surrey budget - staffing resource for approx 100 people and responsibility for income generation. To be responsible for savings and income targets relating to the East budget..

<p>Representative Accountabilities Typical accountabilities in roles at this level in this job family</p>	<p>Risk Management</p> <ul style="list-style-type: none"> • Manage risk in relation to service delivery ensuring safeguarding issues are addressed and contribute to the corporate risk management framework. <p>Service Development</p> <ul style="list-style-type: none"> • Manage delivery of high quality services in line with policy and practice guidance, and review the operations of the teams to identify improvements in systems, processes, procedures and working methods, and propose changes to secure greater efficiency and compliance. <p>Planning & Organising</p> <ul style="list-style-type: none"> • Ensure team plans are developed to reflect service plans and strategies. • Assist in the production of service plans, including the setting, monitoring and evaluation of service targets. <p>Finance/Resource Management</p> <ul style="list-style-type: none"> • Plan, control and monitor allocation and use of allocated budget/resources/funding effectively to ensure maximum value is delivered. • May have indirect influence on commissioning budgets. <p>Work with others</p> <ul style="list-style-type: none"> • Liaise internally and externally to ensure the department/service issues are appropriately represented and acted upon to enhance service delivery. • Work with a range of agencies and partners to develop services in line with government policies, and to promote and coordinate initiatives. <p>People Management</p> <ul style="list-style-type: none"> • Manage the service delivery of teams and units and ensure all cases, including complex and high risk are progressed in line with quality, national and legislative standards. • Lead, motivate and develop individuals using a coaching approach, to better meet current and future requirements. <p>Duties for all</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, Safety & Welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others.</p>
<p>Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics</p>	<ul style="list-style-type: none"> • Degree or equivalent professional qualification/registration plus substantial experience at a senior management level in a specialist area. • Deep understanding of relevant legislation and practice standards. • Deep knowledge and awareness of broader contextual factors affecting national service delivery. • Proven ability to exercise an evaluative judgement appropriately. • Ability to manage budgets and available resources to deliver effective support to their area of responsibility. • Strong written and oral communication and interpersonal skills with high level negotiation and influencing skills, and the ability to build effective relationships with colleagues and a range of external partners. • Competent in a range of IT tools including MS Office and database management systems and able to promote the use of IT systems within the service. • High level problem solving and analytical skills with the capacity to devise and implement innovative solutions. • Proven ability to assess risks and benefits and respond appropriately. • Wide experience in successful leading, motivating, coaching, mentoring and developing staff. • Satisfactory DBS clearance might be required.
<p>Details of the specific qualifications and/or experience if required for the role in line with the above description</p>	<p>BSc (Hons) Degree or equivalent recognised degree in Speech and Language Therapy Registered Member of the Health, Care and Professions Council Registered Member of the Royal College of Speech and Language Therapists Enhanced DBS clearance Significant Experience of line management/ supervision Experience of leading a large skill mixed speech and language therapy team Evidence of additional learning and study in leadership Good relational and restorative practice</p>
<p>Role Summary</p>	<p>Roles at this level manage and develop large teams responsible for service delivery or specific service areas to deliver performance indicators and national standards to legislative requirements. They are likely to contribute to strategy development in their areas of expertise. Planning takes place over a longer period (year or more). They will require a full understanding of a professional or specialised field and will work with those both inside and outside the organisation, to influence the development of services or delivery of specific projects or council objectives. Roles at this level require extensive management experience and high level expertise. They exercise a significant degree of flexibility and independence for decision making within their particular functional area, working to broad parameters and policy guidance.</p>
<p>Reference Number</p>	<p>BM-2026-224</p>