



<b>POSITION PROFILE</b>	<b>Speech Pathologist</b>
<b>ORGANISATIONAL SETTING</b>	Reports to: Therapy Manager
<b>AWARD LEVEL</b>	SCHADS Level 4 / 5 (dependant on experience)
<b>PURPOSE</b>	This is a dynamic Speech Pathology role that works in collaboration with other Allied Health colleagues to create innovative solutions (both technical and behavioural) for people with disability and their families; supports the coordinators and support workers to provide evidence based, person centred, relationship-based care and support; and mentors Allied Health students in best practice disability services.
<b>KEY RESPONSIBILITIES</b>	<ol style="list-style-type: none"> <li>1. Provide comprehensive, quality speech pathology services that are responsive to individual needs, evidence based, culturally appropriate, and sensitive to the needs of the community;</li> <li>2. Identify through observation and formal assessment the needs of the people we support and their families;</li> <li>3. Develop individualised and/or group services with a person-centred and strengths-based approach;</li> <li>4. Maximise the involvement of the individuals we support and their families in designing and developing their services;</li> <li>5. Build the capacity of the person's informal and formal supports that include family members, the Directions Coordinator Team and support workers, in addition to education assistants, teachers, work place colleagues and the local community;</li> <li>6. Liaison with Directions support workers, Coordinators and Allied Health staff, families, and other service providers to ensure a wrap- around holistic service provision that is consistent and integrated to the individual's day to day activities;</li> <li>7. Work with all stakeholders to develop innovative, best practice and sustainable solutions, including the training of support workers in intervention models and techniques;</li> <li>8. Provide evidence based expert advice regarding clinical matters;</li> <li>9. Deliver services within budget and in a manner that does not compromise the needs of people we support;</li> <li>10. Create applications and support people using assistive technology when a device is reasonable and necessary for the person we support, and their family;</li> </ol>

	<ol style="list-style-type: none"> <li>11. Advocate for the person we support and their family in various contexts to cultivate the person's best potential;</li> <li>12. Effectively manage risk and the safety of the staff/volunteers/students and the individuals they support;</li> <li>13. Costing of funding plan for therapy services in the NDIS funding model</li> <li>14. Develop and extend your own professional knowledge and skills, being aware of current developments in best practice within the profession, and research specialised techniques and feeding this information back to team members as required</li> <li>15. Supervise and mentor Allied Health students when needed.</li> </ol>
<p><b>STATEMENT OF DUTIES</b></p>	<p><b>Understanding the people we support:</b>  Appreciate and understand the issues experienced by people with disability and their families. Maximise the involvement of individuals, their families and support networks in designing and developing their own services and supports.</p> <p><b>Service Delivery:</b></p> <ol style="list-style-type: none"> <li>1. Support the philosophy of person centred practice and engage in collaborative, holistic goal setting that reflects the individual's needs and priorities;</li> <li>2. Ensure service delivery models are based on current evidence-based practice and are delivered within resources;</li> <li>3. Provide clinical leadership, support and training to Coordinators and support workers to ensure the best outcome for the individuals we support and their families;</li> <li>4. Act as a specialist resource to staff on all matters pertaining to the provision of speech pathology services, including dysphagia, Augmentative and Alternative Communication (AAC), autism and behaviour management;</li> <li>5. Manage feedback and take corrective action to ensure services remain responsive to need;</li> <li>6. Assist the Therapy Manager and/or Chief Executive Officer in the development of procedures, guidance notes and operating frameworks in support of service delivery;</li> <li>7. Use and populate the database in accordance with the requirements of Directions and funding bodies;</li> <li>8. Maintain and regularly revise Directions' operational risk register in consultation with the coordinators, the support workers and the Therapy Team;</li> <li>9. Provide leadership, supervision and support to Allied Health students.</li> </ol> <p>Directions undertakes to maintain a positive workplace culture that results in strong motivation, commitment and productivity. To ensure this, all employees demonstrate values and behaviours that value diversity and promote accountability, cooperation and respect in the following areas:</p>

**Relationships and communications:**

1. Create, negotiate and build effective relationships and rapport with all the individuals we support, their families, Coordinators and support workers including individuals from culturally and linguistically diverse backgrounds. Take responsibility for sharing personal knowledge and skills across the organisation and provide training and mentoring when required;
2. Develop and maintain professional and functional relationships with peers and colleagues within Directions;
3. Develop and maintain professional links and networks with relevant external organisations.

**Team work**

1. Work as part of the team and work autonomously as required;
2. Ensure effective information sharing and communication including attendance at meetings and contribution to communication strategies;
3. Participate in relevant training;
4. Participate in and assist with Directions' staff development days;
5. Participate in team and planning discussions to resolve potential conflict.

**Environment**

1. Ensure all work related activities are carried out in compliance with the NDIS and Department of Communities, Disability Service Standards;
2. Any procurement of goods and services include consideration of the environmental footprint;
3. Minimise wastage of office materials through reduction, reuse or recycle principles;
4. Participate in environmental awareness activities;
5. Report environmental issues to appropriate people.

**Continuous Improvement**

1. Contribute to continuous quality improvement by constantly seeking out opportunities to improve work practices and procedures;
2. Assist the quality evaluation process by identifying, incorporating best practice and providing regular reports on quality activities undertaken.

**Occupational Health and Safety**

1. Contribute to the maintenance of an occupationally safe and harassment-free workplace;
2. Ensure occupational health and safety issues are considered in all aspects of duties performed;
3. Maintain high standards of performance and adopt a proactive approach to occupational health and safety issues;
4. Ensure compliance with statutory requirements and company policies and practices;
5. Report all observed safety incidents and hazards and recommend improvements;
6. Comply with all state and federal anti-discrimination, bullying and sexual harassment legislation.

	<p><b>Other</b></p> <ol style="list-style-type: none"> <li>1. Ensure the confidentiality of any and all information obtained in relation to the position;</li> <li>2. Comply with Directions' internal quality systems, policies, procedures and protocols;</li> <li>3. Represent Directions in a professional and credible manner in all interactions with the community and other external stakeholders;</li> <li>4. During normal working hours focus attention on the activities of Directions;</li> <li>5. All other tasks as directed that are reasonable and appropriate for the role.</li> </ol>
<p><b>QUALIFICATIONS AND EXPERIENCE</b></p>	<p><b>Essential Qualifications</b></p> <ol style="list-style-type: none"> <li>1. Bachelor of Speech Pathology or equivalent;</li> <li>2. Current registration as a practicing Speech Pathologist with Speech Pathology Australia.</li> </ol> <p><b>Essential Experience</b></p> <ol style="list-style-type: none"> <li>1. Experience demonstrating highly effective people and teamwork skills and delivery of outcomes for people in the community services sector;</li> <li>2. Experience in the provision of holistic, person-centred and strengths based services;</li> <li>3. Experience in supporting direct care staff with innovative solutions and training;</li> <li>4. Excellent communication and interpersonal skills with demonstrated ability to engage people from all backgrounds including CaLD;</li> <li>5. Ability to promote, represent, advocate and influence in a complex and changing environment;</li> <li>6. Ability to think strategically, innovatively and practically about ways to support people with disability to live in the community;</li> <li>7. Ability to resolve complex and challenging issues by taking timely and appropriate decisions;</li> <li>8. Ability to plan and manage resources and budgets effectively.</li> </ol> <p><b>Desirable Experience</b></p> <ol style="list-style-type: none"> <li>1. Experience in the field of disability services and across all age groups;</li> <li>2. Experience in the supervision of students.</li> </ol> <p><b>Appointment Pre Requisites</b></p> <ol style="list-style-type: none"> <li>1. Proof of identification;</li> <li>2. Entitlement to work in Australia;</li> <li>3. Current National Police Clearance;</li> <li>4. Current Senior First Aid Certificate;</li> <li>5. Current Working with Children Check</li> <li>6. Evidence of qualification</li> <li>7. Two current independent referees</li> </ol>