





POSITION DESCRIPTION

Position Title: Graduate Speech Pathologist			
Position Purpose To support the inclusion and participation of adults and children in the community and family life through the provision of speech therapy services. To support the achievement of each individual's goals and contribute to high functioning transdisciplinary teams.			
Division:	Therapy	Reports to	Team Leader - Therapy
		Direct Reports:	Nil
Internal Relationships:	Coordinators, Therapists, Administrators,	External Relationships	Customers and other stakeholders
Delegation of Authority	Level 6	Category	Therapy
Employment Contract	Permanent – Full Time/Part Time Grade 1	Award	Scope Therapy Agreement 2019

Scope's Mission	Scope's mission is to enable each person we support to live as an empowered and equal citizen.		
Scope's Vision	Scope will inspire and lead change to deliver best practice. We will: <ul style="list-style-type: none"> • support and listen to each person and their family. • provide leadership to influence strategy and policy. • deliver person driven, flexible & responsive services to build a sustainable future. • build on our foundation for success through our expertise in service delivery, workforce development, quality improvement and research. We will deliver better outcomes.		
Scope Approach	<p>SEE THE PERSON: </p> <p>We listen to understand We see the potential We recognise how you do things and what you achieve We take personal responsibility We build excellent relationships with our customers and customers We understand the balance between risks and rights</p>	<p>DO IT RIGHT: </p> <p>We use systems and processes in our work We deliver quality outcomes safely and on time We understand risks and opportunities We are a financially sustainable organisation We own the consequences of our actions We take pride in the delivery of our Mission</p>	
	<p>DO IT TOGETHER: </p> <p>We lead in line with Scope's approach We work together to achieve shared goals We build ethical and sustainable partnerships We support each other We communicate early and honestly We share responsibility for safety</p>	<p>DO IT BETTER: </p> <p>We develop creative solutions We review and continually improve We understand what is working and what is not We seek and respond to feedback We build capacity in all that we do We are a leader in safety</p>	

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Key Function	Key Accountabilities, Responsibilities & Deliverables
Service Provision	<ul style="list-style-type: none"> Plan and deliver goal directed speech pathology services to allocated children and adults. Services will be provided collaboratively with significant others to support a person's communication and participation in a range of environments. Support customers to develop and review their individual plans, ensuring goals are meaningful, meet their needs and reflect and respect their priorities. Promote positive and productive relationships exist between Scope and its customers. Assist customers and others in identifying their support networks and learning opportunities, and access community resources. Provide accurate and current information to customers and others regarding available services to maximise their ability to make informed choices
Financial Outcome	<ul style="list-style-type: none"> Provide services in a way that are financially sustainable and meet the requirements Scope procedures Timely completion of Scope recording and documenting systems Complete services in a way that meets the needs of funding organisations
Growth and Representing Scope	<ul style="list-style-type: none"> Actively participate in program development and service growth through participation in new services as they are developed.
People Leadership	<ul style="list-style-type: none"> Contribute to maintaining an effective team Provide practice support and assistance to other therapists as required. Attending and participating in meetings, reviews and committees as required whilst seeking guidance and feedback from others for work performed
Workplace Health & Safety	<ul style="list-style-type: none"> Responsible for ensuring that Scope complies with its legal requirements and strives for best practice in the provision of a safe workplace for all. Demonstrates safe manual handling skills when assisting individuals to transfer, perform activities or to ambulate Recognises the risks associated with interventions delivered to clients and/or families and modifies accordingly

SELECTION CRITERIA Graduate Speech Pathologist

Qualifications & Knowledge/Experience	<ul style="list-style-type: none"> A recognised qualification in Speech Pathology An interest and/or experience in working in a range of health, disability and paediatric services Current membership with Speech Pathology Australia
Technical Competencies	<ul style="list-style-type: none"> Demonstrate an understanding of the professional skills and competencies required and the identified tasks and responsibilities Demonstrated understanding of, and commitment to Person and Family Centred Practice Commitment to work in partnership with families/carers, agencies and community groups to support individual development and inclusion Excellent time management skills and organisational skills Excellent written and verbal communication skills demonstrated by the ability to interact and negotiate with a wide range of people (customers, customers, suppliers etc) on a daily basis To be able to work collaboratively within a team To access and actively participate in practice support opportunities including regular discipline specific practice support with senior clinicians and the new graduate programme Attend and actively participate in meetings as required whilst seeking guidance and feedback from others for work performed

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Behavioural Competencies	<ul style="list-style-type: none"> • Sound computer and information technology skills • A commitment to strengths based, person and family centred practice • Strong focus on customer service • A commitment to developing the capacity of communities to be inclusive of all people with disabilities • An appreciation of the immense value that diversity brings to communities
Licenses & Accreditations	<ul style="list-style-type: none"> • Cleared Police Check for disability within the last twelve months • Working with Children's check (required for all direct support roles) • Must satisfy all visa requirements for working in Australia • Driver's license (required for all roles where there is a requirement to travel to deliver services) • Current registration to practice in Australia where required

Authorisation:

This Position Description has been reviewed and approved by the General Manager - Therapy and is effective from February 2022.

People & Culture Authorisation

Job Evaluation Completed: _____ Position Created: _____

Organisation Hierarchy Amended: _____