



## Position Description

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| <b>Position Title</b>      | Therapy Team Lead                                                                                                                                                                                                                  |
| <b>Position Number</b>     | TBC                                                                                                                                                                                                                                |
| <b>Division</b>            | Therapy                                                                                                                                                                                                                            |
| <b>Reports To</b>          | Therapy Senior Manager, Victoria                                                                                                                                                                                                   |
| <b>Direct Reports</b>      | Approx.10 - 20FTE                                                                                                                                                                                                                  |
| <b>Delegation Level</b>    | Level 6                                                                                                                                                                                                                            |
| <b>Budget Management</b>   | N/A                                                                                                                                                                                                                                |
| <b>Employment Type</b>     | 0.8 - 1.0FTE, Permanent                                                                                                                                                                                                            |
| <b>Award</b>               | Scope Therapy Enterprise Agreement 2023 - Grade 4                                                                                                                                                                                  |
| <b>Location</b>            | This role is based in an Australian Scope site.<br>You will role model our standard flexible working arrangement of a minimum of three days per week in a Scope location. We will also consider alternative flexible arrangements. |
| <b>Accessibility</b>       | This role has been designed to be accessible to candidates with disability. If you identify as a person with disability, we will work with you from the point of your application to make reasonable adjustments.                  |
| <b>Authorisation of PD</b> |                                                                                                                                                                                                                                    |

### About Scope

At Scope, we create meaningful opportunities for people with disability to belong and thrive. Our clients and employees are empowered to live their dreams. We influence and push boundaries; delivering positive change for people with disability.

Scope is a registered provider under the NDIS. We are proud to deliver a range of services including supported independent living, short-term accommodation (respite), social connections and therapy across Victoria and New South Wales.



At Scope, our values are at the heart of all that we do. We are committed to shaping an environment that celebrates people, where we excel together and where we act bravely.



## Our Promise to You

At Scope, we are committed to shaping an experience for you where you can belong, thrive and be at your best so that our clients get the best. We believe that diversity, inclusion, and belonging is core in truly living our purpose, vision, and values. We encourage people from all walks of life to contribute at Scope.

As the largest not-for-profit disability service provider in Australia, we are committed to empowering people with disability to contribute at Scope. As such, this role has been designed to be inclusive of people with disability. Further, if you identify as a person with disability, we will work with you from the point of your application to make reasonable adjustments.

In this role, you will:

- Contribute to meaningful and lasting positive impact for people with disability.
- Work with a collaborative team in an organisation with the scale and ambition to advance the client, family, and employee experiences across our sector.

In addition, we are committed to ensuring that you feel valued for your contribution to Scope, including:



- Sector comparable remuneration.
- Salary packaging where you can elect to receive part of your pay as a reimbursement of personal expenses (e.g. mortgage, rent, credit card, etc.) You can salary package up to \$15,900 per year.
- Genuine investment in your development, including through coaching and mentoring from leaders in our sector and our profession.
- Genuine opportunities for career progression.

## Purpose of This Role

This role is responsible to oversee the day-to-day operations of the therapists in alignment with Therapy strategies and plans. They will manage team members to deliver Therapy services that contribute to an experience that empowers our clients to belong and thrive, now and into the future.

You will:

- Work collaboratively to support the Therapy team/s to exceptional evidence-based and contemporary Therapy services to client whilst delivering the required performance outcomes in accordance with organisational goals.
- Operate in a flexible and agile way, with focus on what is most impactful to our clients, our people and Scope.
- Build and maintain networks to deliver quality, safe and sustainable Therapy services to our clients.

## Duties

- Accountable for managing, supervising and/or coaching others to deliver quality, safe and sustainable Therapy services.
- Accountable for productivity and financial imperatives of the team and solutions to manage, mitigate and uplift
- Accountable for building and maintain a positive team culture, aligning with Scope values.
- Accountable for coordinating and overseeing the day-to-day operations of the therapists
- Bringing a solution focussed, innovative, action-focussed lens to service delivery
- Collaborate to establish and implement Therapy operating procedures across the Therapy team/s and/or broader scope underpinned by client quality and safeguarding.
- Genuinely listen to clients and their support networks (e.g. families) to inform the delivery of Therapy services.



- Build and maintain networks with a range of diverse internal and external stakeholders to achieve outcomes.
- Implement an evidence-based and rigorous approach to continue to improve how we acquire, retain and support clients.
- Provide evidence-based advice that may have impacts on Therapy services.
- Apply relevant risk management practices to identify and where appropriate address risks; promptly escalating with the facts where required.
- I embrace change. I support my team/s to adapt with change.
- Critically reflect to identify, share, and/or escalate opportunities for innovation and continuous improvement.
- Creating a positive culture

## Capabilities

- Contribute to a culture of exceptional, evidence-based and contemporary Therapy service delivery; underpinned by integrity, accountability, inclusivity, and reflective practice.
- Confidently manage and supervise Therapy services.
- Role model resilience, courage, and flexibility in seeing initiatives through to completion.
- Develop the skills and experience of others, role modelling self-reflection and a commitment to learning and growth.
- Contribute to a diverse and positive culture and an environment of inclusion and belonging.
- Contribute to a culture of genuine care, role modelling management of own health, safety, and wellbeing.

## Our Commitment to Workplace Health and Safety

At Scope, we are committed to the ongoing safety and wellbeing of our employees and clients. There is a focus on providing safe, high-quality services to every person we support which includes the protection and safety of children and young people and we seek to ensure that the human rights of all people with disability who use our services are upheld in accordance with the United Nations Convention on the Rights of Persons with Disabilities.

You will be expected to uphold and comply with Scope Workplace Health and Safety policies and procedures.



## Qualifications, Certifications and Clearances

- AHPRA registration or membership with relevant allied health professional peak body
- A bachelor (or above/equivalent) in an Allied-Health profession.
- Working in a disability service provider organisation, you will also require:
  - Hold a NDIS Worker Screening Clearance.
  - Current Employee Working with Children check.
  - If you have lived or worked for a continuous period of 12 months or more in another country within the last 10 years, a certified International Police Check from that country or countries will also be required.
  - 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).

## Experience

- Experience in team leadership and/or and support roles, within disability, health, or community services.
- Experience in identifying and systematically solving problems.
- Experience in positively leading an allied health professional team, preferably through a change process
- Skilled in their field of work as demonstrated by positive impacts on service delivery, innovation, positive team culture and improvements on client outcomes.

## Selection Criteria

- Demonstrated experience managing an Allied Health team.
- Demonstrated ability to develop positive team culture
- Demonstrated ability to be agile and drive change management
- Demonstrated ability to be innovative and solution focused
- Ability to build positive and effective relationships with multiple stakeholders and multi-disciplinary team/s for the benefit of participants engaging in our services
- A strong understanding of the NDIS funding model and how it impacts on Therapy Services would be desirable