





## Position Title: Speech Pathologist

### Position Purpose

To support and promote equal opportunity to communication and community participation. To support learning and skill development of others. To deliver speech pathology services to a range of customers. To assist people to manage their swallowing and meals safely.

<b>Division</b>	North	<b>Reports to:</b> <b>Direct Reports</b>	Therapy Team Leader None
<b>Internal Relationships</b>	Therapists, Team Leaders	<b>External Relationships</b>	Customers and their families, community stakeholders.
<b>Delegation of Authority</b>	Level 6	<b>Category</b>	Therapy
<b>Employment Contract</b>	Full time - maternity leave	<b>Award</b>	Scope Therapy Agreement

<b>Scope's Mission</b>	Scope's mission is to enable each person we support to live as an empowered and equal citizen.
<b>Scope's Vision</b>	<p>Scope will inspire and lead change to deliver best practice. We will:</p> <ul style="list-style-type: none"> <li>• support and listen to each person and their family.</li> <li>• provide leadership to influence strategy and policy.</li> <li>• deliver person driven, flexible &amp; responsive services to build a sustainable future.</li> <li>• build on our foundation for success through our expertise in service delivery, workforce development, quality improvement and research.</li> </ul> <p>We will deliver better outcomes.</p>
<b>Scope Approach</b>	<div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  <p><b>see the person do it together</b></p> <p>.....</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 clients and customers. We understand the balance between risks and rights.</p> </div> <div style="text-align: center;">  <p><b>do it right</b></p> <p>.....</p> <p>We lead in line with The Scope Approach. We work together to achieve shared goals. We build sustainable and ethical partnerships. We support each other. We communicate early and honestly. We share responsibility for safety.</p> </div> <div style="text-align: center;">  <p><b>do it better</b></p> <p>.....</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> </div> <div style="text-align: center;">  <p><b>do it better</b></p> <p>.....</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> </div> </div>

## POSITION DESCRIPTION

Key Function	Key Accountabilities, Responsibilities & Deliverables
<b>Service Provision</b>	<ul style="list-style-type: none"> <li>• Provide goal directed speech pathology services to eligible children and adults. Services will be provided collaboratively with significant others to support a person's communication and participation in a range of environments.</li> <li>• Plan, deliver and evaluate Speech Pathology services to clients and customers, which build on individual strengths, needs and priorities.</li> <li>• Provide and support the delivery of transdisciplinary services.</li> <li>• Ensure services meet quality service standards, and contract agreements.</li> <li>• Plan, implement and evaluate training and professional development programs for customers, staff, carers and significant others on specialist topics as required.</li> <li>• Ensure that positive and productive relationships exist between Scope and the local community.</li> <li>• Participate in regular professional development opportunities to keep up with current developments</li> <li>• Fulfil administrative requirements such as data collection and record keeping</li> </ul>
<b>Financial Outcome</b>	<ul style="list-style-type: none"> <li>• Provide services in a way that are financially sustainable and meet Scope procedures.</li> <li>• Engage in timely completion of Scope recording and documenting systems</li> <li>• Complete services in a way that meets the needs of customers and funding organisations.</li> </ul>
<b>People Leadership</b>	<ul style="list-style-type: none"> <li>• Support the learning of others through skill sharing, formal and informal training and giving feedback.</li> <li>• Attend and participate in meetings, reviews and committees as required whilst seeking guidance and feedback from others for work performed.</li> <li>• Contribute to maintaining an effective team.</li> <li>• Provide practice support and assistance to other therapists as required.</li> </ul>
<b>Workplace Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>• Responsible for ensuring that Scope complies with its legal requirements and strives for best practice in the provision of a safe workplace for all.</li> <li>• Work within the policies and procedures of the organisation particularly those promoting a safe working environment (including OH&amp;S procedures), and those ensuring compliance with our duty of care to clients (Code of Practice).</li> </ul>

### SELECTION CRITERIA Speech Pathologist

<b>Qualifications &amp; Knowledge/Experience</b>	<ul style="list-style-type: none"> <li>• A recognised qualification in Speech Pathology</li> <li>• Practising membership of Speech Pathology Australia.</li> <li>• Clinical experience with children or adults in a range of models of service provision, particularly with people with complex communication needs.</li> <li>• Demonstrated experience in the provision of therapy within the disability, human services or community sector.</li> </ul>
<b>Technical Competencies</b>	<ul style="list-style-type: none"> <li>• Demonstrated professional skills and competencies of a high order in the identified tasks and responsibilities, including an extensive knowledge of formal and informal assessment tools and intervention options relevant for people with a disability, their carers and others who support them.</li> <li>• Experience with working with children with complex and significant needs across more than one area of their development.</li> <li>• Familiarity with and experience supporting individuals to access a range of Augmentative and Alternative communication tools.</li> <li>• An understanding of the early intervention key worker model and an ability to undertake both a key worker role and consulting role.</li> <li>• Demonstrated understanding of, and commitment to Family Centred Practice and Early Childhood Intervention practices.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Demonstrated skills in consultancy and direct service provision, including the ability to work in partnership with families/carers, agencies and community groups to support individual development and inclusion.</li> <li>• Proven organisational skills and the ability to work with minimal supervision within a team.</li> <li>• Excellent written and verbal communication skills demonstrated by the ability to interact and negotiate with a wide range of people ( customers, clients, suppliers etc.) on a daily basis</li> <li>• Excellent time management skills.</li> <li>• Excellent interpersonal and written communication skills,</li> <li>• The ability to work effectively within teams</li> <li>• Sound computer and information technology skills.</li> <li>• An ability to provide effective professional supervision to staff of the same discipline (Grade 2 only)</li> <li>• Demonstrates an understanding of the impact of an individual's environment and their communication partners on communication success</li> <li>• Demonstrates the ability to prescribe communication equipment appropriate to the individuals with developmental, neurological, intellectual or physical disabilities</li> <li>• Experience in effectively presenting information to groups of people</li> </ul>
<b>Behavioural Competencies</b>	<ul style="list-style-type: none"> <li>• A commitment to strengths based, person centred practice and the development of a service system that informs and empowers people.</li> <li>• A strong customer focus.</li> <li>• Excellent skills in collaboration and demonstrated skills in working in partnership</li> <li>• An understanding of and commitment to developing the capacity of communities to be inclusive of people with disabilities.</li> <li>• Demonstrated expertise in working effectively in a team</li> <li>• Proven ability to assume responsibility and be self directed and operate independently</li> <li>• An appreciation of the immense value that diversity brings to communities</li> <li>• Demonstrate an understanding and ability to provide services and supports within the parameters of the funding available.</li> </ul>
<b>Licenses &amp; Accreditations</b>	<ul style="list-style-type: none"> <li>• Cleared Police Check for disability within the last twelve months</li> <li>• Cleared Working with Children's check</li> <li>• Must satisfy all visa requirements for working in Australia.</li> <li>• Drivers licence</li> <li>• Current practicing membership with Speech Pathology Australia</li> </ul>

### Authorisation:

This Position Description has been reviewed and approved by the General Manager North 2017.

People & Culture Authorisation

Job Evaluation Completed: \_\_\_\_\_ Position Created: \_\_\_\_\_

Organisation Hierarchy Amended: \_\_\_\_\_