

Speech Pathologist (inc. specialisation)



The purpose of this position

The **purpose** of the position is to work collaboratively with the program team to assess, diagnose and treat children within the program experiencing speech and language development difficulties and/or feeding delays and disorders to improve outcomes for clients.

About the position

- This position is within Child & Family. It is part of various team/s.
- This position **reports to** the Manager
- Reporting line may vary depending on location and service size
- This position does not have any direct reports This position may have direct reports, positions vary
- This position has the following direct reports:
- The position is designated Band 7 under the ***Schedule of Authorities and Delegations***.
- The position is a: Budget holder Has designated revenue or billing targets.
- This position does require a working with children related clearance.
- The position is a Individual Contributor level of the Capability Framework.

Key areas of responsibility

- Provide services on a referral based service model
- Coordinate delivery of speech therapy services to asses, diagnose and treat children and young people with communication and/or feeding delays and disorders
- Support Child & Family Practitioners and Child Development Specialists to develop client plans
- Conduct home visits and visits to schools
- Refer to and liaise with other medical and allied health professionals as required
- Act as a subject matter expert in the areas of speech and language development and feeding delays and disorders in children
- Coach, advise and provide on the job support to team members and carers to improve their skills and knowledge in the areas of speech and language development, feeding delays and disorders and evidence based interventions and practice to improve client outcomes
- Work with the Practice Leader and Senior Practitioners to build capability across the team
- Advise the Manager of any significant changes or concerns regarding the client, their home environment, wellbeing, their services, or other risks, as soon as possible
- Make child protection reports to the community services helpline when assessed as necessary, in consultation with the Team Leader or Manager
- Document and create reports on client services using technology and paper based systems in a clear, logical, understandable and timely way

This position may be offered as a specialisation:

- For example, Senior Speech Pathologist

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Where the role is offered as a specialisation the position holder would typically:

- Support clients with more complex needs.
- Coach, advise and provide on the job support to other team members to enhance quality and culturally appropriate speech pathology interventions.
- Promote evidence based speech pathology practice and provide coaching, mentoring and supervision to other speech pathology therapy staff.
- Work in collaboration with other Senior Clinicians to monitor, develop and improve clinical service provision.

Capability Framework

The Capability Framework defines the essential knowledge, skills, behaviours and attributes individuals need to success in their roles. It provides the organisation with a shared language and clear expectations across all levels of the organisation. The Capability Framework can be accessed [here](#) **internal document only**.

When things are going well, we would expect to see these outcomes:

- The way we work with families with complex needs is effective and appropriate support interventions are identified
- Child & Family Practitioners and Child Development Specialists feel supported when working with families with complex needs
- Processes and frameworks are well understood within the team
- Speech therapy services are timely and effective

Key Capabilities

- Degree in Speech Pathology
- Membership with Speech Pathology Australia
- Previous experience working with people with disabilities and/or clients with complex needs
- Ability to communicate effectively with clients their families and staff
- Ability to support others to better understand the role of speech therapy and its benefits
- Ability to apply evidence informed practice to optimise outcomes
- Ability to translate complex information relating to the discipline in an easily understood, practical way
- Strong analytical and report writing skills
- Understanding of the impact of trauma and the effect on child behaviour and development
- Ability to provide a service based on a client's NDIS goals and funding allocation.
- Ability to work flexible hours
- Where the position is offered as a specialisation; at least 5 years demonstrated experience required and the capacity to coach and mentor others

People who know this position say that

People who know this position say the things that might make your day are:

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- Being able to advocate for the needs of a person with a disability
- Working with the team to get a comprehensive view and reach better outcomes
- Giving back to the profession through communities of practice
- Being able to positively influence an approach and thus the outcome

People who know this position say some key challenges you might experience are:

- Frameworks for assessment don't always exist – sometimes practical applications of knowledge/frameworks needs to be developed
- The potentially serious consequences of advice and its impact on children and families
- Ensuring self-care to prevent burn out
- Managing aggressive and/or abusive responses from stakeholders
- Ability to say no when there is a concern workload may affect capacity to make safe decisions
- Managing time to complete documentation

Work and flexibility

While The Benevolent Society has great tools to connect us remotely, sometimes we will need to connect in person. This means we need to travel on occasion.

This position may require:

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|---|--|
| <input type="checkbox"/> Overnight travel/stays. | <input checked="" type="checkbox"/> Weekend work. |
| <input checked="" type="checkbox"/> Travel between office locations/regions. | <input checked="" type="checkbox"/> Evening work. |
| <input checked="" type="checkbox"/> Travel to clients (varied locations). | <input checked="" type="checkbox"/> Special event support. |
| <input checked="" type="checkbox"/> Use of own registered, insured (comprehensive) motor vehicle. | |
| <input checked="" type="checkbox"/> Use of TBS pool cars. | |

Key relationships

We work collaboratively with others. This position works closely with:

Within The Benevolent Society:

- Team Leaders
- Child & Family Practitioners
- Child Development Specialists
- Senior Practitioners
- Support Workers
- Practice Leader
- Other allied health practitioners

Outside The Benevolent Society:

- Clients
- Foster carers/Kinship carers
- Birth families
- Local schools
- Allied health practitioners