



Position:	Speech Pathologist
Reports to:	Executive Director Capability Building
Location:	Windsor, or as directed
Award/Classification:	Health Professionals and Support Services Award 2020 Health Professionals Level 2
Financial Delegation:	N/A

OUR VALUES

Mamre is a values-based organisation that works with people to plan and build rich, meaningful, and inclusive lives. Our mission is to create a world where everyone is encouraged and supported to live the life they choose. We create good lives together.

Hospitality	We welcome people with warmth, respect, and dignity.
Community	We celebrate our diverse community and build healthy relationships that provide a sense of belonging.
Simplicity	We keep things simple and easy to understand.
Justice	We ensure others are treated justly, fairly, and equally.
Integrity	Our words and actions are aligned. We are honest and transparent.

At Mamre, we all contribute towards a healthy workplace culture by aligning our behaviour to the organisational values.

OUR VISION

A world where all people are encouraged and supported to live the lives they choose.

OUR PURPOSE

Creating good lives together.

OUR FOUR STRATEGIC PILLARS

- Values, culture and community.
- Growth and sustainability.
- Accountability, compliance and impact.
- People.

ROLE PURPOSE

The role of Speech Pathologist exists to provide an integrated, empowering and individualised Speech Pathology service.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

Your main duties and responsibilities will include:

- Provide direct and consultative services to a diverse group of adults and children with a disability, their families and supporters
- Provide dynamic assessments using a range of tools and approaches
- Design therapy plans and intervention that are individualised, flexible, centred around the person's aspirations and define clear outcomes
- Work closely alongside other members of the Allied Health team to provide a holistic multidisciplinary service
- Provide services within the requirements of the National Disability Insurance Scheme
- Able to work independently and is required to exercise independent judgement on routine matters. May require professional supervision when performing novel, complex, or critical tasks.
- Demonstrate a commitment to professional development and contribute to workplace education through seminars, lectures or inservices
- Contribute to the sustainable provision of Allied Health Services by achieving service delivery targets as set by your Manager on a bi-annual basis
- Is actively involved in quality improvement activities or research
- Contributes to the evaluation and analysis of guidelines, policies and procedures applicable to professional work and may be required to contribute to the supervision of discipline specific students.
- Develop collaborative partnerships within the local disability sector

By working at Mamre you agree to:

- Personify Mamre's values daily in all experiences and interactions with supported people, their families and the Mamre community.
- Contribute towards a healthy workplace culture by aligning behaviour to the organisational values.
- Be a positive Mamre representative.
- Communicate in an accessible way as appropriate for the individual.
- Support active decision making and informed choice for supported people.
- Proactively contribute to identifying personal training and development needs.
- Contribute effectively to the identification, removal and reduction of workplace risks and hazards to ensure a safe and healthy work environment.
- Promote equal opportunity, inclusion and non-discrimination in the workplace.
- Respond sensitively to various cultures, diversity, values and beliefs.
- Contribute effectively to continuous improvement by following Mamre policy and procedures in all areas within the influence of the position.
- Perform other duties as directed when appropriate to the level of this position and within the limits of your skills and experience.

KEY CAPABILITIES REQUIRED (eg: knowledge, skills, attributes and experience)

Essential:

- Experience working with children, young people and adults with a disability or developmental delay.
- Demonstrated ability to work collaboratively within a team.
- Demonstrated ability to undertake a range of assessments relating to your profession and use evidence-based practice to develop, plan, implement and evaluate services
- Ability to efficiently manage own workload and actively prioritise service delivery demands
- Demonstrated knowledge and experience in working within person- and family-centered principles and applying these within the context of NDIS
- Demonstrated highly developed interpersonal, oral and written communication skills.
- Ability to liaise effectively with a range of people and build positive working relationships across roles and organisations

QUALIFICATIONS/LICENCES/CERTIFICATIONS

Essential:

- Tertiary qualifications in Speech Language Pathology
- Current practising Speech Pathology Australia membership
- Professional indemnity insurance
- Current Blue Card and Yellow Card/NDIS Worker Screening Card
- NDIS Worker Orientation Module Certificate
- Updated Covid-19 Vaccination Status
- Covid-19 Infection Control Training
- Current drivers' licence and own vehicle for work purposes

KEY RELATIONSHIPS

Internal: Manager | Allied Health, Allied Health team, all Mamre Staff

External: NDIA, Universities, Allied Health Service Providers, disability providers, schools, child care centres, Relevant Professional Associations

POLICIES AND WORKPLACE PRACTICES

All Mamre Association Inc employees are required to acquaint themselves with the organisation's policies and procedures and to always abide by them.

ACKNOWLEDGMENT AND ACCEPTANCE

I have reviewed and discussed this position description with my manager.
I understand what is required of me in my role at Mamre.