

POSITION DESCRIPTION

Date	June 2022
Position Title	Speech Pathologist – Level 3
Reports to (position title)	Team Manager – Children’s Therapy or delegate
Department	Children’s Therapy Services

Organisational Context

bestchance Child Family Care is an independent, not-for-profit, community organisation with offices in Glen Waverley, Bayswater and Pakenham, Victoria, Australia.

bestchance adopts an innovative and holistic approach to assisting young children and families by integrating a range of specialist family oriented educational and welfare community services. The range of programs delivered include Early Childhood Education and Care (ECEC) Family Day Care, Kindergarten, Child Care; Children’s Therapy, Parent and Child Support, Training, Community Support and Cheshire, an independent, specialist primary school for children with social, emotional and learning difficulties.

These programs recognise that the early years of a child's life are the most formative and influential and we strive to adhere to the principles of 'best practice'. This commitment ensures that families are, at all times, respected as the experts on their children and supported in an environment that is strength based and family centred.

bestchance also works in partnership with families in managing a number of kindergartens under its Early Years Management Program.

bestchance is committed to implementing and adhering to the Child Safe standards including the development and implementation of people practices that reduce the chance of child abuse within the organisation, for which we advocate zero tolerance.

Health safety and wellbeing first, is an expectation of all, where staff implement local work instruction and processes aligned to organisation requirements and are accountable for their own safety and safety of others.

PURPOSE

For all children, families and individuals to thrive in their community.

VISION

Inclusion we include everyone regardless of their background, needs or circumstances

Care We nourish and nurture resilient relationship

Education We develop skills and knowledge to build capacity and resilience.

VALUES

Humility we focus on listening to better understand and meet needs

High Expectations we have high aspirations for our client outcomes and for the calibre of our services and staff

Innovation we embrace change based on critical reflection

Curiosity we seek new understandings and knowledge

Evidence we seek and generate evidence to evaluate and improve our programs

Challenge we look beyond the immediate to achieve different results

POSITION PURPOSE

The purpose of this position is to support children with developmental delays and disabilities, and their families, to reach their full potential.

PRIMARY OBJECTIVES

This position works as part of a transdisciplinary team of Allied Health professionals, to provide high quality services, integrating the developmental and therapeutic needs of children, to increase children's meaningful participation in daily life. With a focus on building the capacity of children, families and communities, our Therapists can meet these objectives through individual and group clinical work (both in clinic and in the community).

Level 3 Therapists demonstrate a high level of transdisciplinary knowledge, and are able to use this to support the development of children, families and communities. They take an active role in supporting the development of other Therapists within the bestchance Children's Therapy team.

KEY RESULT AREAS AND RESPONSIBILITIES

Service Delivery

- Independently plan and deliver high quality services for children and families, which are consistent with Children's Therapy Services Guiding Principles of Practice.
- Demonstrated high level of transdisciplinary skills, including acting as a Key Worker for allocated families to support them to coordinate their child's developmental and therapeutic needs.
- Build family member's capacity to respond to the needs of their family and to access community resources
- Deliver services within working hours through effective planning, in line with targets for billed hours.
- Engage in capacity building activities within the community, such as delivering School Readiness Funding supports, supervision of students, conducting professional development sessions.
- Actively contributes to the development of professional knowledge and skills of the team.
- Provide culturally-responsive services
- Records data and provides documents according to reporting requirements in an accurate and timely manner

Continuing Professional Development

- Participate in the professional development plan process, and engage in continuing professional development activities that are consistent with your plan and lead to professional growth.
- Engage with bestchance's feedback processes
- Maintain and update discipline specific skills, in line with discipline specific registration requirements.

Relationships

- Using a Family Centred approach, acknowledge families as the primary agents of their child's development and the pivotal role of families in children's lives. Create a welcoming environment where all families are encouraged to participate in and contribute to their child's learning and development experience.
- Proactively support the development and engagement of other team members
- Develop and maintain effective internal and external working relationships

Organisation

- Maintain knowledge of and adherence to bestchance's policies, procedures and practices

KEY SELECTION CRITERIA

- Registered as a Speech Pathologist with Speech Pathology Australia.
- Experience working with children with additional needs in a therapeutic setting.
- Demonstrated knowledge of bestchance Children's Therapy Services guiding principles of practice
- Demonstrated ability and knowledge to support children with developmental delay and disabilities aged 0-10 years, and their families
- An ability to lead and engage with family-centred goal setting and review processes
- Well-developed communication and interpersonal skills, including the ability to maintain positive, sensitive relationships with children, parents, staff and caregivers.
- Ability to work independently and co-operatively in a team environment.
- Proven ability to assess priorities and manage competing demands, both independently and as a member of a team, including exercising sound judgement and initiative.
- Experience building the capacity of adults in a child's life, in order to support optimal outcomes for a child.
- Experience in actively contributing to the development of other Therapists, such as providing peer mentoring.

OTHER

- Working with Children's Check (Employee)
- A satisfactory National Police History Check
- NDIS Worker Screening Check
- Current valid driver licence and access to a reliable vehicle