# Position Description

# Paediatric Speech Pathologist

Vision Australia, supporting people who are blind or have low vision to live the life they choose.

## Purpose of Position

The key purpose of this position is to provide high quality speech pathology services for clients of all ages and their families within a trans-disciplinary team, with some flexibility to provide service and support with adults if/when required. The speech pathologist plans, provides and evaluates programs – both individual and group.

## Context

## The Vision Australia exists to support people who are blind or have low vision to live the life they choose. Vision Australia provides services for more than 32,000 clients from 28 Vision Australia sites in NSW, ACT, Queensland and Victoria and 29 clinics as well as outreach services to the Northern Territory and Tasmania.

## Principal Responsibilities

* To provide appropriate and effective speech pathology programs for clients and their families who receive a service from Vision Australia.
* To write appropriate and effective goals for individuals and groups based on family centred practice.
* As required, act as the Primary Service Provider to coordinate the provision of services internally to clients and families and to liaise with external service providers to achieve desired outcomes for clients.
* Identify, develop and review information and resources; promote and represent Vision Australia regarding speech pathology issues in relevant forums; develop and maintain internal and external networks. Provide professional development as appropriate to relevant parties.
* Monitor and maintain accurate, up to date client records in accordance with professional standards, Vision Australia policy and procedures and other relevant legislation including Disability Act.
* Continuous professional development including keeping up to date with new research and maintaining skills & knowledge level.
* Support student supervision and collaboration with learning institutions universities e.g. universities, peak bodies.
* Other duties as required by the regional manager.
* Assist with maintaining a high standard of safety at Vision Australia by following all safety procedures at all times and acting safely, not putting yourself or other people at risk by your actions or omissions. Ensure that all work performed is in accordance with Vision Australia policies & procedures.

## Key Performance Indicators

Key performance indicators will be clearly defined through the performance planning process.

## Essential Job Competencies

* Bachelor’s degree or post-graduate qualification in speech pathology.
* Full Certified Practising Speech Pathologist (CPSP) membership through Speech Pathology Australia (SPA) or provisional CPSP status working towards full CPSP membership.
* Experience in speech pathology services for clients with a variety of special needs. Experience in the area of early intervention, particularly communication and feeding issues.
* Knowledge and skills in working with children, adults and older adults.
* Experience in providing client support and speech pathology services in person and/or through other communication mediums.
* Training and intervention strategies for individuals and groups.
* Strong planning skills including sound time management skills.
* Well-developed analytical and problem solving skills.
* Ability to work as part of a team and independently as required.
* Ability in establishing and building positive working relationships at all levels.
* Excellent interpersonal and written communication skills.
* Computer literacy skills in Microsoft applications and the internet.
* Empathy and emotional maturity.
* Ability to adapt to changes in the work environment.
* An understanding of the impact of blindness and low vision (desirable).
* Experience working with families from culturally and linguistically diverse backgrounds (desirable).

## Organisational Values

The expectation that we set is that our workforce understands and models our values and behaviours in everything they do 100% of the time;

* Person-Centred - We measure our success in terms of outcomes for our clients;
* Accountable - We hold ourselves responsible for what we do and don’t do;
* Collaborative - We work well together and with others to deliver the best possible outcomes;
* Commercially Focussed - We work efficiently and responsibly to sustain and grow our services and influence;
* Agile - We will adapt, learn and innovate to have a positive impact in a changing environment.

## Vision Australia environment

Many Vision Australia employees work with Seeing Eye Dogs and all employees are likely to have contact with working dogs.

Employment is subject to the Organisation receiving a National Police Record Check and a Working with Children Check or QLD Blue Card or Vulnerable Persons (ACT) check.

## Role Scope

**Reports to: Regional Client Services Manager**

Direct Report Staff: 0

In-Direct Report Staff: 0

## Review of Job Description

This job description will be reviewed in line with the performance planning and appraisal process.

END