

Position title	Practice Team Lead – Allied Health
Reports to	Regional Lead – Early Childhood Approach
Date	August 2023

About EACH

EACH provides an integrated range of health, disability, counselling and community mental health services across Australia. We offer a wide range of supports to assist members of our community to lead happier, healthier lives. Our staff are a collective workforce of over 1,700 paid employees and over 300 volunteers.

More information is available at: <http://www.each.com.au>

Our vision	A healthy community where everyone belongs.
Our purpose	Promoting health, building hope and creating opportunity.
Our values and behaviours	<p>We care We welcome you with empathy and hope. We believe making change is possible for everyone.</p> <p>We listen We take time to understand you, your experiences and your culture. We work with you and the people important to you, to build the right supports.</p> <p>We learn We evaluate our actions and always seek to improve.</p> <p>We deliver We have a ‘can do’ attitude and find ways to say ‘yes’. We do what we say we’re going to do.</p>

About the ECEI team

The team delivering the Early Childhood Approach is a diverse and highly motivated group of experienced allied health professionals, social workers, and education specialists. The team is responsible for conducting functional assessments, planning, and delivering early supports for children 0-9 years with a developmental delay or disability and their families. We work in partnership with families to support children to achieve positive outcomes, actively participate in everyday activities and be included in family and community life.

At EACH we have a flexible work environment and an engaging, supportive team with high achievement expectations. We aim to be the best we can at what we do.

Position summary

The Practice Team Lead is responsible for implementing the NDIS Early Childhood Early Approach and coaching the team to deliver high-quality evidence based best practice that results in positive outcomes for children and their families.

The position will lead a small team of Early Years Specialists across various disciplines to embed a keyworker, transdisciplinary model of early intervention supports. They will coach the team to conduct functional assessment to ensure children receive the right support including early intervention supports, connections to mainstream or community services or access to the NDIS.

The position will lead consistency of practice across the team through a range of activities including practice forums, professional learning, on-the-job coaching and individual and group supervision.

The Practice Team lead – Allied Health will use their clinical expertise across multiple sites to support and provide clinical supervision to allied health team members including new graduates. They will design and oversee evidence based early intervention support offerings, including parent education workshops, playgroups and capacity building programs to support children to achieve their goals.

Keeping up to date with NDIS legislation, operational guidelines, workflow management and quality auditing will be integral to the role.

Deliverables

- High quality, outcomes based early childhood interventions are delivered in accordance with the contractual obligations, program guidelines and evidenced based best practice principles.
- An integrated team with multiple disciplines and skills working collaboratively in a child/family centered, keyworker and strengths-based approach to achieve positive outcomes for children and their families.
- Team practice is consistent with NDIS operational guidelines and quality systems are in place to ensure KPIs, targets and other performance measures are met.
- Individual/group supervision and keyworker meetings occur on a regular basis.
- Lead and coach Early Years Specialists to be confident and competent to deliver outcomes based early intervention supports.
- Playgroups, evidence-based parent education programs including delivering webinars, tip sheets and article for the website and Facebook page are planned, implemented, and evaluated.
- Maintain a caseload of children and families delivering short term early intervention and where necessary supporting the family to access the NDIS.
- Services, programs, activities, and practice demonstrate cultural awareness and sensitivity for children and families from culturally diverse backgrounds and Aboriginal and Torres Strait Islander peoples.

The professional expertise we are looking for in this role

Skills

- High level interpersonal verbal and written communication skills, with the ability to communicate sensitively and effectively with all people to establish and maintain effective relationships
- Proven track record in coaching teams to deliver evidenced based practice and improve functional outcomes for children and their families.
- Proven adult coaching and training skills
- Ability to demonstrate effective negotiation, conflict resolution and creative problem-solving techniques.
- Flexible “can do” approach
- Proven ability to design and deliver early interventions supports that are innovative, collaborative, integrated and family-centred.

Experience and Knowledge

- Significant experience delivering high quality evidenced based paediatric Speech Pathology, Occupational Therapy or Physiotherapy
- Previous experience in leading a team within a transdisciplinary, key worker model
- Demonstrated understanding of the Early Childhood approach, early childhood best practice principles and the National Disability Insurance Scheme.
- Competency and agility to successfully manage change in an evolving environment
- Experience working via telehealth pathways
- Previous experience delivering group and individual clinical or professional supervision
- Experience developing systems to monitor and drive performance against KPIs
- Demonstrated commitment to ongoing personal and professional development and ability to share knowledge and skills

Mandatory Qualification/s, Competencies and/or Licences

- A tertiary qualification in paediatric Speech Pathology or Occupational Therapy
- Completion of a Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced
- A cleared National Worker Screening Check prior to commencement of employment
- Current state-based driver’s license

Highly regarded Qualifications and/or Certifications

- A management qualification and/or demonstrated experience in management, preferably in the community sector and in work with children and families/carers.
- A background in or experience in working with CALD or Aboriginal and Torres Strait Islander communities.

Expected behaviours for all EACH staff and volunteers

- acts in accordance with EACH's code of conduct and ethics, policies and procedures and is demonstrably committed to EACH's vision, mission, values and service principles
- promotes a 'safety first' culture and acts in accordance with EACH health and safety policy and management system
- promotes and supports a zero tolerance culture that recognises all people have the right to live their lives free from abuse, neglect, violence, discrimination and exploitation and acts upon EACH's commitment to recognise, raise and respond to any deviation from a person's human rights
- fosters and promotes an inclusive and collaborative work environment where all employees, volunteers and customers feel welcomed, respected, valued and enabled and proud to fully participate, irrespective of their individual differences in background, experience and perspectives. demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers
- demonstrates teamwork and collaboration and positively contributes to group activities
- contributes to innovation and continuous improvement and openly shares information and knowledge to enable optimal outcomes for customers
- be curious, reflective and open to continuous learning and new ways of working
- successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery