

Position title	Speech Pathologist / Key Worker
Reports to	Team Leader Childhood Intervention Service
Date	August 2022

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 Childhood Intervention Service team

We are a team of committed allied health professionals, teachers and educators, working together for a common cause. We partner with the NDIS to support families and children with developmental delays and disabilities to access early intervention, that will help them to develop the skills they need to take part in everyday activities, and to be included in family and community life.

Position summary

In this role the Speech Pathologist will be member of a Childhood Intervention Team providing assessment and intervention for children with developmental delay or disability (0-7 years of age) and building the capacity of families to support their child's development. Staff work as a member of a large allied health team providing evidence-based practice. Services to children and families are typically delivered in the family home, childcare, kindergarten and/or school setting.

Deliverables

Deliver services to children with developmental delay and disability (0-7 years of age) and their family.

- Provide services under the National Disability Insurance Scheme and / or fee for service.
- Identify goals and provide support and strategies to address goals.
- Deliver services at home, childcare, kindergarten and school as well as EACH centres
- Make appropriate referrals both internally and externally and to undertake secondary consultations in the team.
- To liaise and support other team members
- Facilitate group programs
- To prepare resources

Deliver evidence-based practice

- Work with Key Worker, Transdisciplinary and Multi-disciplinary models
- Use a Coaching Approach to build the capacity of parents and educators
- Use discipline specific therapies that are evidence based
- Undertake program evaluation as required

Organisational compliance

- Participate in all ongoing organisational training and compliance

Administrative and professional support.

- To maintain accurate file systems according to the business rules e.g. Carelink
- To participate in regular supervision as required by the organisation
- To attend all relevant service and network meetings
- Supervision of students and junior staff with a minimum of one student per 12 months (if employed as Grade 2).
- Participate in group case discussions as required
- Continual ongoing commitment to professional development

The professional expertise we are looking for in this role

Skills

- Demonstrated ability to interact appropriately with clients and their families
- High level of communication, both written and oral, to communicate effectively with clients and families and to relate to a wide range of people
- Ability to utilise negotiation, conflict resolution and creative problem solving techniques in service delivery
- Demonstrated efficient time management skills with the ability to organise, prioritise and work in a self-directed manner to provide a timely service delivery and meet deadlines
- Ability to utilise Microsoft packages such as Microsoft Word, Excel or database packages

Experience and Knowledge

- Demonstrated knowledge of current discipline specific assessment and therapy/intervention techniques
- Demonstrated knowledge of child development
- Experience working with vulnerable families and culturally diverse families
- Demonstrated knowledge of the issues confronting families with children with developmental delays and a disability and the impact on families, and an understanding of the relationship between these contextual issues and the practice of Speech Pathology
- Demonstrated knowledge of the Key Worker model, Family Centred Practice and Family Service Coordination

Mandatory Qualification/s, Competencies and/or Licences

- Holds a minimum tertiary qualification in Speech Pathology
- Eligibility to join Speech pathology Australia
- 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

- n/a

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
- ensures EACH Great Care is put through its PACES (Person-Centred, Accessible, Connected, Effective and Safe)
- 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