

POSITION DESCRIPTION

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| Business unit: | The Glenleighden School |
| Position title: | Speech Language Pathologist |
| Position classification / level: | Equivalent to: PO2 – Paypoint 4 – 6 of the Queensland Public Service Award State - 2015 |
| Employment type: | Contract – to 8 December 2017 |
| Hours & duration: | Full-time, 1.0 FTE, 37.25 hours per week |
| Reporting to: | Therapy Coordinator |
| Date position reviewed: | March 2017 |

About SALDA

1 in 14 Australian children have a hidden disability known as Language Disorder. Speech & Language Development Australia (SALDA) is the nation's peak body supporting and advocating for the needs of children and young people with speech, language and related disorders.

For over 40 years our not-for-profit organisation has developed a unique, multidisciplinary approach to helping the 1 in 14 children with Language Disorder find their voice.

When people have a voice their thoughts, feelings and aspirations are recognised by others. They possess the capacity to make an impact, both on their own personal situation as well as the broader community, through their actions and words.

We provide therapy and education in addition to leading on professional development, research and advocacy initiatives related to speech and language disorders. These services include our clinics, e-therapy programs, School Support Service and The Glenleighden School. We partner with the community, health professionals, educators and families to help children and young people find their voice.

Our vision is to be the leader in enabling better outcomes for children and young people with disability for whom language is their primary disorder.

Position summary

The Speech Language Pathologist's role is to provide comprehensive and effective speech language therapy services for children, their families and educational team at Speech and Language Development Australia (SALDA) clinics, The Glenleighden School and School Support Services, and to participate as an effective team member in a multidisciplinary team.

The Speech Language Pathologist is one of the key professionals within a multidisciplinary team supporting appropriate educational/developmental outcomes for children identified with primary language and related disorders. The Speech Language Pathologist may be required to participate in investigation and diagnostic processes, as well as develop and implement integrated plans to facilitate an individual client's speech and language development within an educational context.

This position will also involve increasing the awareness of educational professionals and the community about childhood language disorders.

Work level description

Positions at this level consist of employees with a minimum of a degree qualification.

Mandatory qualifications exist for entry to this level with an expectation of the application of professional knowledge gained through formal studies.

Positions at this level involve the delivery of basic professional services which are in support of School objectives.

Characteristics of the work

Work is initially performed under supervision by a more experienced professional, however, this supervision is expected to reduce as experience increases. Guidance is readily available.

The solution of problems may require the exercise of professional judgement through the selection and application of procedures, methods and standards, however guidance from senior staff is readily available.

Employees at this level will operate as a member of a transdisciplinary team within a work group.

Positions at this level generally have no supervisory responsibilities although more experienced employees may assist new employees by providing guidance and advice.

Possession of the mandatory tertiary qualification and experience is required for positions within this level.

Additionally, knowledge of basic practices and procedures relevant to the discipline is required. Professional judgement may be exercised within prescribed areas, however the provision of results are subject to verification and validation.

Duties and skills

Positions at this level may involve an employee in a range of activities including the analysis and interpretation of findings as they relate to the elements of the work. They could also include the preparation of reports incorporating recommendations on basic operations.

Employees at this level perform non-repetitive tasks, governed by established procedures, specific guidelines and standardised instructions.

Employees shall have obtained professional knowledge as indicated by successful completion of the appropriate undergraduate degree or graduate qualification and be able to apply theoretical aspects of the relevant discipline to basic problems or minor phases of broader assignments.

Main duties and responsibilities

The main duties and responsibilities of the position include, but are not limited to:

- Observe, monitor and assess individual children's development and progress across relevant educational/developmental, behavioural, social, and emotional areas, with the use of standardised and non-standardised assessments and procedures.
- Analyse and interpret findings as they relate to the elements of the work.
- Deliver, individually or as a member of a team, the professional services and programs including collaboratively developing individual education plans, for children, their families, and educational team, within the framework of a multidisciplinary team.
- Liaise with the relevant supervisors, teaching and therapy staff, parents/families, schools and educational personnel, and public and private sector personnel with regards to collaborative service provision.
- Assume responsibility for a caseload of clients, in collaboration and negotiation with relevant supervisors.
- Actively support members of relevant program and discipline teams, including participation in meetings and working parties/committees with other staff with the regularity of such being determined by and negotiated with relevant supervisors.
- Contribute to, and assume responsibility as appropriate for, reporting and data collection procedures, as well as relevant correspondence and administrative tasks.
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- As a member of a multidisciplinary team, establish and maintain effective collaborative relationships with the School team and other staff members of SALDA;
- Participate in school and organisation-wide meetings;
- Actively participate in Speech Language Pathology specific professional development, as well as initiate and engage in collaborative and/or cross-disciplinary in-servicing;
- Advocate for children with language disorders, in accordance with the organisation's mission and vision;
- Participate in research as required.

Qualifications, knowledge, skills and experience

Qualifications / Registrations / Professional memberships

Essential:

- A minimum of Bachelor Degree in Speech Language Pathology from an approved tertiary institution.
- Member of Speech Pathology Australia as required to practice in Queensland.

Knowledge, skills and experience

- Knowledge of best practice and procedures related to the provision of therapy services to children and young people with speech and language difficulties.
- A demonstrated ability to develop and implement best practice methodologies with a sound evidence base.
- Knowledge and understanding of the comorbidities associated with language disorder.
- Experience in and understanding of multidisciplinary and transdisciplinary approaches to working with children and young people with disability.
- Well-developed oral and written communication skills.
- Ability to self-direct as well as work effectively with others.
- A commitment to personal and professional development.
- Demonstrated ability to develop professional networks both internally and externally with key stakeholders.

Mandatory Requirements

- A current Blue Card or Exemption Card (working with children check) or other acceptable evidence.
- Driver's Licence
- Member of Speech Pathology Australia as required to practice in Queensland.

Working Relationships

- The Speech Language Pathologist will work closely with the school team.
- The Speech Language Pathologist will build positive working relationships with management, administrative, therapy and education staff throughout the organisation as well as with schools, medical, health professionals and key contacts across Queensland.