

POSITION DESCRIPTION

Role Title:	Speech-Language Pathologist
Locations:	Bundaberg/Warwick
Service Stream:	BUSHkids Children's Allied Health Services
Job Status:	Permanent Full-time/Part-time negotiable
Salary Range:	\$64, 402.33 - \$78,049.98 dependent upon experience
Reporting to:	Service Manager - Children's Allied Health Services

ABOUT BUSHkids ORGANISATION

BUSHkids is a non-Government, not-for-profit organisation which works within local communities to support the development of children by increasing community capacity through education, prevention and early intervention programs.

Services are primarily delivered from regional Centres based in Bundaberg, Dalby, Emerald, Mount Isa and Warwick, with satellite sites in Inglewood, Stanthorpe, Kingaroy/Nanango and Agnes Waters/Miriam Vale. BUSHkids NDIS Early Start teams are based in Bundaberg and Rockhampton with satellite centres in Emerald, Biloelia and Gladstone

Regional activities are coordinated by a small number of support staff located in the BUSHkids' Offices in Toowong, Brisbane.

Our Purpose

To provide equitable and accessible health, developmental and educational services to families and communities that will encourage them to grow.

Our Vision

To become recognised as a leader in developmental services, empowering children and their families in rural, remote and regional Queensland to be engaged, connected, aware and resilient.

Our Values

1. Child-focused and family-centred
2. Working collaboratively to make a difference for vulnerable families
3. Accountability to clients, communities and stakeholders

PURPOSE AND SCOPE OF THE POSITION

This position fulfills discipline specific and multidisciplinary support within the Children's Allied Health Services team. This team consists of family health support worker/social work, occupational therapy, psychology, and speech-language pathology.

As the Speech-Language Pathologist you will:

- Collaborate with families and other organisations in the provision of speech pathology services to children who require support for their communication development in accordance with the BUSHkids model of care
- Actively participate in the multidisciplinary team setting with particular emphasis on the delivery of speech pathology services to optimise development and independence for children and their families

- Promote the importance of early intervention and its role in preventing long term educational and behavioural issues through community development and health promotion strategies

KEY RESPONSIBILITIES

- Provide a range of evidence based speech pathology services to children in accordance with the BUSHkids Model of Care
- Provide evidence based assessment, diagnosis, program planning, intervention, referral and monitoring for children on allocated caseload
- Provide consultative and educational services to families and other organisations as required to support the child's ongoing development
- Maintain data / accurate records of speech therapy service provision to clients in accordance with medico-legal standards
- Maintain and care for equipment and resources provided for Speech Pathology and identify resource requirements as required
- Monitor and review clinical therapy services in your local centre in consultation with the Service Manager – Children's Allied Health Services and Professional Lead
- Contribute to and participate in professional development and supervision activities as deemed appropriate by the Professional Lead and Service Manager - Children's Allied Health Services for continued skill development in contemporary speech pathology practice
- Participate in allocated clinical project work and research activities in consultation with the Services Manager – Children's Allied Health Services and Professional Lead
- Supervise Speech Pathology students during placement following consultation and endorsement from the Professional Lead and approval from the Service Manager - Children's Allied Health Services.

EMPLOYER EXPECTATIONS

Staff members will:

- Maintain a personal presentation, code of conduct and ethics in keeping with the mission and aims established by Royal Queensland Bush Children's Health Scheme
- Treat all other BUSHkids staff in a professional, respectful manner
- Give clients of the service every courtesy and their needs given prompt professional attention
- Understand duties and responsibilities may alter from time to time in line with the BUSHkids Mission, Aims and Strategies
- Implement all reasonable directions of the Services Manager - Children's Allied Health Services and Professional Lead/Clinical Supervisor
- Maintain client and corporate confidentiality as outlined in BUSHkids Policies & Procedures.

REPORTING REQUIREMENTS

- The Speech and Language Pathologist is responsible directly to the Services Manager – Children's Allied Health Services Manager for clinical issues
- All BUSHkids staff are ultimately responsible to the Chief Executive Officer of BUSHkids
- This position has no financial delegation

QUALIFICATIONS / PROFESSIONAL REGISTRATIONS / OTHER REQUIREMENTS

Mandatory Requirements for this role:

- Tertiary Qualifications in Speech Pathology
- Current practicing membership with Speech Pathology Australia
- Working with Children Blue Card – positive notice

Other requirements:

- Current C Class Queensland Drivers Licence
- Proof of Hepatitis B Vaccination status

Each staff member will be required to provide the Services Manager – Children's Allied Health Services with certified copies of required documentation if not already held on file.

Desirable

- Certified Practising Member of Speech Pathology Australia
- Experience with planning, implementing and evaluating group programs for young children and their parents/carers
- Experience in the provision of health promotion/community education activities
- Experience working with families in rural, remote or indigenous communities

BUSHkids BENEFITS

- A range of generous conditions of employment and entitlements are provided, such as:
 - a nine-day fortnight work arrangement for full-time staff
 - locality allowance if applicable to region
 - Salary sacrificing

ADDITIONAL INFORMATION

- People with a disability or people from Aboriginal and Torres Strait Islander or CALD communities are highly encouraged to apply for this position.
- BUSHkids is a not-for-profit organisation - the ongoing duration of this position is dependent on the availability of continued funding
- Each staff member is appointed to the appropriate classification level based on their clinical experience
- Travel and overnight stays from the centre may be required of this position
- A criminal history check may be initiated on the successful applicant with the Queensland Police Service
- A discipline history check may be initiated on the successful applicant
- A non-smoking policy applies in all BUSHkids buildings, offices and motor vehicles
- All staff are required to complete a 3-6 month probation period on commencement of employment
- As BUSHkids is a not for profit organisation, participation in fundraising activities may be required

ONGOING PROFESSIONAL DEVELOPMENT

- BUSHkids is committed to supporting its clinician's ongoing professional development (PD). Clinician's will be allocated a PD annual budget to support their ongoing professional development needs
- BUSHkids has an established supervision program to help support continued clinician development within the organisation. A Professional Lead will be allocated on commencement with BUSHkids

KEY SELECTION CRITERIA

Clinical Practice

- Demonstrated knowledge and experience in the assessment, diagnosis, management and evaluation of children with communication impairments with focus on early intervention and family centred practice

Communication/Team Participation

- Demonstrated effective interpersonal, oral, and written communication skills necessary for good working relationships and client care
- Demonstrated ability to function as an effective member of a multidisciplinary team.

Leadership/Work Unit Management

- Demonstrated commitment to ongoing personal and professional development and ability to share knowledge and skills
- Demonstrated ability to work independently without close supervision and to appropriately manage time and workload

HOW TO APPLY

Applicants are to submit a brief resume and a maximum 2 page written response outlining your suitability for the role addressing the key selection criteria. **Please email your application to the Services Manager – Children's Allied Health Services at recruitment@bushkids.org.au**