

Position Description

Position title	Speech Pathologist
Employee name	Vacant
Department/Service	Clinical Operations
Location	Thurgoona
Position reports to	Executive Leader Clinical Services
Positions reporting to this role	N/A
Financial delegation	N/A
Budget accountability	N/A
Employment basis	Full Time

Work Environment (e.g. Office based, Residential based, Community based)
The Speech Pathology role is based at the Mercy Connect Head Office in Thurgoona but may be required to travel to other Mercy Connect sites on occasion.

Mercy Connect Values	
Compassion	Supporting and listening with kindness and understanding
Hospitality	Welcoming each other with openness and a smile
Respect	Accepting and treating each other with integrity
Innovation	Seeing opportunities and creating new solutions
Teamwork	Working together with a shared view of success
Accountability	Choosing courage and taking ownership of our actions

Role Purpose	To provide speech pathology assessment, consultation, therapeutic interventions and professional services within a multidisciplinary team to support children, young people and adults.
Key Selection Criteria Essential	<ul style="list-style-type: none"> • A recognised tertiary qualification in Speech Pathology. • Eligibility for membership to Speech Pathology Australia.

<p>Experience and qualifications</p>	<ul style="list-style-type: none"> • Clinical experience working with adults and children, particularly those with complex communication needs and swallowing difficulties. • Demonstrated ability to provide holistic, person-centred and strengths-based services through effective assessment, planning, case conferencing and review of clients. • Strong knowledge and understanding of the NDIS including NDIS review and reporting requirements. • Excellent communication and interpersonal skills with demonstrated ability to engage people from all backgrounds. • Ability to think strategically, innovatively and practically about ways to support people with disability to live in the community. • Demonstrated commitment to ongoing professional development.
<p>Key Selection Criteria Desirable</p>	<ul style="list-style-type: none"> • Experience working with people with disabilities. • Experience in the supervision of students.
<p>Other requirements of the role (e.g. licenses, professional memberships, registrations)</p>	<ul style="list-style-type: none"> • National Police Check • Current Working with Children’s Check • Current driver’s license.

Role Priorities

<p>Role Priority 1: Conduct assessments and develop intervention plans to meet the individual needs of a person in line with best practice principles</p>	
<p>Behavioural Guidelines</p>	<p>Evidence (KPI)</p>
<p>Conduct a range of assessment appropriate to the needs of the person.</p>	<p>A range of assessments and intervention strategies are used to reflect the person’s presenting issues.</p>
<p>Develop evidence-based plans and intervention strategies that are in line with person-centred practices and reflect the person’s goals.</p>	<p>Assessment and intervention reflect NDIS goals.</p>
<p>Conduct assessment and intervention in line with current evidence-based practices.</p>	<p>Intervention programs are informed by assessment.</p>
<p>Assess, prescribe and recommend AAC (augmentative and alternative communication) systems under the NDIS and other external funding agencies. This includes the preparation of funding applications.</p>	<p>Recommendations and programs reflect functional need of the person in relation to their communication, eating and drinking needs.</p>
<p>Develop training packages and deliver training to participants, families, support workers and other stakeholders on AAC,</p>	<p>Participants have access to appropriate AAC systems to meet their individual needs.</p>

meal-time management and other individual communication requirements.	Staff, families and others who interact with the person are trained in the person's plan and intervention strategies.
Role Priority 2: Work in collaborative relationships with all internal and external stakeholders in manner that is responsive to the needs of participants.	
Behavioural Guidelines	Evidence (KPI)
Works cooperatively with the participant, families, staff and other key stakeholders.	<p>Positive feedback received from participants, their families, health professionals and other key stakeholders.</p> <p>Reports completed to a high standard and within required timeframes.</p> <p>Demonstrated ongoing engagement with a range of other key stakeholders.</p> <p>Increased Mercy Connect presence in the community.</p> <p>Record keeping systems utilised, participant notes and other documentation accurate and up to date.</p>
Writes a range of reports and other communications in a professional manner, which meets the requirements of the intended audience.	
Works cooperatively and in partnership with other health professionals and service providers to ensure a multidisciplinary approach to service delivery	
Maintain appropriate records including accurate clinical notes to ensure legal adequacy.	
Liaise with and provide therapy and progress reports to the NDIS, Support Coordination, external organisations and other referrers/ funding bodies as required	
Represent Mercy Connect and attend and participate in local forums and networking opportunities	

Role Priority 3: Be an ongoing role model for high quality clinical practice by identifying and delivering benchmarked best practice services.	
Behavioural Guidelines	Evidence (KPI)
Participates in professional development opportunities to support continuous learning relevant to the position.	<p>Maintains professional requirements of the position.</p> <p>All mandatory training completed within required timeframes.</p> <p>Adherence to Mercy Connect's policies and procedures.</p>
Is aware of and complies with all Mercy Connect relevant policies and procedures.	
Participate in business/ operational reviews including research as relevant.	

Position Description

Participates in regular supervision and annual performance appraisal.	Demonstrated understanding of and participation in ongoing business improvement and research initiatives. Completed annual performance review in accordance with guidelines and within the agreed timeline.
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I acknowledge that:

Statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive

I have read, understood and accepted the above position description and associated attachments.

Employee signature:

Print name:

Date:

Line Manager:

Print name:

Date: