

Position Description		
Job Details		
Position Title: Speech Pathologist		Year: 2019
Stream/Function/Department: ACT/Southern NSW		
Reports directly to: Area Manager ACT/Southern NSW		Direct Reports: N/A
Background Information		
Qualifications	<i>Undergraduate</i>	Bachelor Degree in Speech Pathology or equivalent
	<i>Postgraduate</i>	
	<i>Other</i>	Current membership of Speech Pathology Australia
RIDBC Overview		
<p>Royal Institute for Deaf and Blind Children (RIDBC) provides quality, innovative services to achieve the best outcomes for current and future generations of Australians with vision and/or hearing loss.</p> <p>RIDBC provides education, therapy, audiology and cochlear implant services for adults and children with hearing and/or vision loss, and their families. Services include:</p> <ul style="list-style-type: none"> • Early learning programs for children with vision and/or hearing loss from birth to eight years • Preschool and school programs for children with vision and/or hearing loss and specialist preschool and school support services for children attending mainstream preschools and schools • Assessment, planning and therapy sessions for children and adults with vision and/or hearing loss • Specialist hearing and vision services delivered to children, adults and families in regional and remote areas of Australia via videoconference and other technologies • Cochlear implantation and habilitation services for children and adults, through SCIC Cochlear Implant Program, an RIDBC service • World class research, continuing professional education programs and postgraduate courses for professionals working with people with vision and/or hearing loss, through RIDBC Renwick Centre. <p>As a not for profit, RIDBC relies significantly on fundraising and community support to be able to continue to make a difference in the lives of people with vision and/or hearing loss.</p>		

Working for RIDBC

RIDBC's ability to provide high quality services to people with vision or hearing loss is directly dependent on the experience, knowledge and professionalism of its staff.

With more than 500 employees and over 1,500 volunteers, RIDBC employs a diverse range of staff across its many programs including: teachers, audiologists, speech pathologists, surgeons, orthoptists, occupational therapists, psychologists, physiotherapists, technology consultants, academics and researchers. We also employ a range of people in business support functions including corporate services, library services, fundraising, marketing and communications and human resources.

RIDBC is an Equal Opportunity Employer. Compliance with child protection legislation is essential to all child-facing positions. At RIDBC we are committed to employing the very best people in the industry who have a genuine passion for working with children and adults with disabilities and have the right level of experience and knowledge.

RIDBC Values

- Integrity – Our actions match our words
- Empowerment – Owning my experience
- Community – Connected, not isolated
- Respect – We all matter
- Courage – Go beyond fear
- Communication – Exchange with purpose

Key Responsibilities	Performance Indicators
<ul style="list-style-type: none">• Work within the team on an individual basis and within group programs to focus on development of: speech, language and communication goals.	<ul style="list-style-type: none">• Demonstrates ability to deliver high quality sessions relevant to child's needs and family goals for the child.
<ul style="list-style-type: none">• Attend case discussions with other RIDBC therapists to develop a collaborative approach to client management	<ul style="list-style-type: none">• Regular attendance and input to weekly meetings
<ul style="list-style-type: none">• Provide individual therapy sessions to adults and children who have hearing loss and additional needs. These may include physical and intellectual disabilities.	<ul style="list-style-type: none">• Demonstrates:<ul style="list-style-type: none">- flexibility in providing for the clients Individual differences.- ability to educate parents and carers to carry-over activities into the home setting
<ul style="list-style-type: none">• Continuing observational assessment of individual children and recording progress over time	<ul style="list-style-type: none">• Provides clear records of client's abilities and progress over time
<ul style="list-style-type: none">• Design and implement ideas and activities that can be incorporated into the program.	<ul style="list-style-type: none">• Provides the team with ideas and activities to meet the needs of the children that are targeted for speech pathology services
<ul style="list-style-type: none">• Assist in managing client related administration	<ul style="list-style-type: none">• Work with manager and staff members to ensure claiming and service delivery is

	effective
<ul style="list-style-type: none"> Work collaboratively with other team members and professionals from external agencies to provide effective individual service 	<ul style="list-style-type: none"> Clearly demonstrates an ability to work in collaboration Positive feedback from team members and external agencies.
<ul style="list-style-type: none"> Follow RIDBC values, policies, procedures and statutory obligations. 	<ul style="list-style-type: none"> Compliance with all RIDBC policies etc.
<ul style="list-style-type: none"> Ensure a safe working environment for self and others 	<ul style="list-style-type: none"> All Workplace health and safety programs are followed to ensure a safe working environment for self and others.
<ul style="list-style-type: none"> Use a variety of technologies to establish and maintain regular contact with families in your region 	<ul style="list-style-type: none"> Uses a variety of technologies, including Video Conferencing.
<ul style="list-style-type: none"> Design, implement and evaluate family service plans which facilitate the transfer of skills and knowledge to families through assessment, educational program design and delivery, resource development, data collection and program modification. 	<ul style="list-style-type: none"> Individual sessions will be planned, conducted and evaluated on the agreed frequency basis. An individual program developed twice yearly and implemented, monitored and evaluated in accordance with Department guidelines. Data will be collected to inform planning.
<ul style="list-style-type: none"> Travel to locations as required – that may involve overnight stays - in order to support all services. 	<ul style="list-style-type: none"> Travel will be conducted by using a personal vehicle and claiming mileage and accommodation to offsite locations as agreed and approved by the Area Manager.

Knowledge, skills and experience – *Required to perform this role*

- Current membership of Speech Pathology Australia
- Knowledge &/or experience with individual who have: hearing loss and additional disabilities; paediatrics; and sensory or multiple disability.
- Prior experience working with clients that have Implant technology
- Experience in early intervention of children 0-6 years with hearing impairment
- Proven organisational and time management skills
- Well-developed interpersonal and communication skills
- Dedication to a cohesive and productive team

Personal Attributes

<ul style="list-style-type: none"> Good team member with excellent communication skills 	<ul style="list-style-type: none"> Proactive and persistent
<ul style="list-style-type: none"> Outcomes focused 	<ul style="list-style-type: none"> Collaborative and consultative
<ul style="list-style-type: none"> Values driven with strong personal and organization values match 	<ul style="list-style-type: none"> Positive attitude and commitment to tackling challenges
<ul style="list-style-type: none"> Service delivery oriented 	<ul style="list-style-type: none"> Ability to work well within a team

Challenges	
<i>Types of challenges</i>	<i>How the position deals with them</i>
Complex organisational work practices and diverse stakeholders with often competing priorities	Navigate through the complex structures, show understanding and empathy with differences within RIDBC
New service within RIDBC	Developing the service through contributions to new policies, procedures, resources and providing information to relevant stakeholders.

Staff member's name:		Date:
Staff member's signature:		
Supervisor's name:		Date:
Supervisor's signature:		