

## POSITION DESCRIPTION

### Job Details

Position Title: <b>Speech Pathologist</b>	Year: <b>2019</b>
Department: <b>Western Sydney</b>	Section: <b>Services Delivery</b>
Reports directly to: <b>Area Manager Western Sydney</b>	Direct Reports: <b>Nil</b>

### Background Information

<b>Qualifications</b>	<i>Undergraduate</i>	Degree in Speech pathology or equivalent
	<i>Postgraduate</i>	
	<i>Other</i>	Current membership of Speech Pathology Australia desirable

### Main Purpose

To provide high quality, client/family-centred services that assist individuals with vision and/or hearing impairment to achieve their goals and aspirations. Work within a multi-disciplinary team to implement best practice services for clients in clinical and educational settings at RIDBC. To actively work as a member of a collegial and professional team in the daily running and delivery of services in Western Sydney.

### RIDBC Mission

To provide quality & innovative services to achieve the best outcomes for current & future generations of Australians with vision and/or hearing loss.

### 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

Provide clinical services including individual sessions, group sessions, and assessments that focus on achieving the speech, language and communication goals of the client and their family.

Provide school and program support for educational and early intervention services including the Cochlear Implant Program at RIDBC within agreed parameters of scope.

Use a person/family centred framework when providing service to enable clients and their families to develop their skills and capacity. Record/monitor progress through case-notes and individual plans according to guidelines and in a timely manner.

Provide services to children and/or adults who have vision and/or hearing loss. This may include clients who have additional needs such as physical and intellectual disabilities.

Assist the Manager of Western Sydney in initiatives to develop quality services that reach more people with vision and hearing impairment e.g. support marketing of services, assisting in planning extensions of service that meet RIDBC's strategic intent.
Understand and use RIDBC's processes related to NDIS funding for clients e.g. full utilisation of service agreements and collaborative goal setting with clients and their families.
Collaborate with the Western Sydney Area Manager and team to ensure a solution focused approach to problem solving in a changing funding environment.
Collaborate with the Western Sydney Area Manager to develop and achieve KPIs related to sustainable activity and strive to meet these objectives
Collaborate with the RIDBC Best Practice Leads to provide input to the development of quality, professional development and clinical processes and systems to achieve best practice outcomes.
Commit to continuing professional development across the HI/VI sector, and subsequently demonstrate and share knowledge.
Assist in managing client related administration, ensuring all client information and records, inclusive of case notes, and reports to meet legislative and policy requirements.
Follow RIDBC values, policies, procedures and statutory obligations.
Ensure a safe working environment for self and others

<b>Knowledge, skills and experience – Required to perform this role</b>	
Experience in provision of Speech pathology services including standardised assessments Working knowledge of systems and processes related to clients e.g. client bookings, NDIS processes. Ability to contribute to a team to achieve service excellence Adaptability and flexibility to work in an organisation going through significant change. Ability to work towards KPIs set in collaboration with Allied Health Manager Ability to learn new systems and processes	
<b>Personal Attributes</b>	
Excellent communicator	Service and delivery oriented
Strong team player	Proactive and persistent
Ability to operate in an ambiguous environment	Collaborative and consultative
Solutions focussed	Outcomes focused
<b>Challenges</b>	
<b>Types of challenges</b>	<b>How the position deals with them</b>
Complex organisational work practices and diverse stakeholders with often competing priorities	Navigate through the complex structures, lead with understanding of unique differences across RIDBC
Organisational Transformation	Adapt, flourish and deliver in a changing environment

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

Supervisor's name:		Date:
Supervisor's signature:		