

**POSITION:** **Speech Pathologist**

**RESPONSIBLE TO:** General Manager Capacity Building

**DIRECT REPORTS:** • Nil

**OTHER KEY RELATIONSHIPS:**

- Customers and their families/stakeholders
- Allied Health Practitioners
- Practice Manager Capacity Building
- Cootharinga Managers and staff
- Customer Connect
- Equipment Solutions
- Other key Cootharinga personnel
- Other disability and community service providers, including allied health service providers
- Medical personnel
- Other (potential) purchaser/funder agencies, including:
  - NDIA
  - Office of the Public Trustee
  - Office of Public Guardian

**JOB PURPOSE:** To provide high quality, evidence based Speech Pathology services within the North Queensland region.

To positively engage with customers and their families in day to day operations.

To engage within a multidisciplinary team.

**ROLES & RESPONSIBILITIES:** **Speech Pathologist**

**Evidence Based Practice**

1. Utilises evidence based practice to apply knowledge and skills that contribute to discipline specific or multidisciplinary clinical decisions (with minimal clinical supervision) for all customers, which includes:
  - a. Completion of suitable assessments:
    - i. if appropriate or required/requested (dependent on client need and with consideration for most suitable context);
    - ii. equipment prescription as needed (including research, trials, applications and/or reporting);
  - b. Setting the stage for therapy:
    - i. communicating assessment results clearly and precisely within appropriate time frames;
    - ii. supporting clients to decide on therapy regime, dependent on need and with consideration for available funding;
    - iii. providing clients with all available options / solutions that are available to them to ensure ethical care is being practiced.

c. Delivery

- i. To establish efficient strategies with customers and various stakeholders.
- ii. To deliver customer centred practices.

**Relationships**

2. To provide exceptional customer service to your key customer group.
3. Engage in positive promotion of Cootharinga's services in all interactions with customers, their families, friends, advocates, members of the community and organisations to ensure our support assists the customer to live the life they want and meet their goals and objectives.
4. To develop and maintain close working relationships with other members of your team and the wider Cootharinga staff group.
5. To support the development of positive relationships across external services within the region.
6. Ensure respectful, positive and genuine actions in all relationships.

**Team Development**

7. Applies high level evidence and judgement when participating in team meetings and in the broader Cootharinga team meetings.
8. Actively participates when and where required across all areas of Cootharinga to keep abreast of all current initiatives and services within Cootharinga and to ensure that accurate information is always delivered to customers on the services and programs that Cootharinga provides.
9. Participate in the development and implementation of relevant staff training programs, including delivery of training for support workers.

**Documentation**

10. To ensure accurate and timely completion of clinical notes, reports, correspondence and any other required documentation.
11. Ensure timely and accurate updating of information in all business systems.
12. To provide input into Cootharinga policies and procedures to ensure that they align with the standards of relevant allied health registration bodies.

**GENERAL PROVISIONS:**

1. It may be necessary for the Senior Speech Pathologist to work outside standard hours and perform work as required. Some travel throughout Queensland, particularly North Queensland may be required from time to time.
2. You will be expected to work independently/autonomously, at times, and also as a contributing member of a team.
3. In consultation with you, Cootharinga North Queensland may alter the duties of this position by 25% to meet business and service delivery requirements without a requirement for job redesign.

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## **SELECTION CRITERIA**

### **ESSENTIAL:**

1. Bachelor of Speech Pathology or its equivalent (recognised by Speech Pathology Australia).
2. Current practicing membership of Speech Pathology Australia
3. Demonstrated ability to work autonomously and within a team environment.
4. Experience in independently managing caseloads.
5. Ability to manage business performance and achieve targets whilst operating within agreed budgets.
6. Proven excellence in verbal and written communication, and highly developed interpersonal skills in effectively working with a wide range of people.
7. Ability to implement procedures and practices in accordance with organisational policy within a changing environment.
8. Current 'C' Class Driver Licence acceptable under Queensland Legislation.
9. Current Senior First Aid Certificate and CPR.
10. Must hold or have the ability to obtain all necessary licensing, checks and qualifications relevant to the industries that we operate in.

### **DESIRABLE:**

11. Industry experience.
12. Experience with the National Disability Insurance Scheme, Aged Care Funding and other Government funding streams