

Position Description

Children’s Centres Speech Pathologist

Why work with us

Every child and young person deserves a great education.

We have a strategy that aims to unlock every child’s potential now and into the future, one that in partnership with learners, students, parents and the wider South Australian community will build a world-leading public education system. One that is equitable and prioritises learning and wellbeing.

Together we will make our education system the best it can be.

When our children and young people thrive, so do our communities and our state.

Our values

We are part of the South Australian public sector and share the values of:

 SERVICE	 PROFESSIONALISM	 TRUST	 RESPECT	 COLLABORATION & ENGAGEMENT	 HONESTY & INTEGRITY	 COURAGE & TENACITY	 SUSTAINABILITY
We proudly service the community and the South Australian Government.	We strive for excellence.	We have the confidence in the ability of others.	We value every individual.	We create solutions together.	We act truthfully, consistently, and fairly.	We never give up.	We work to get the best results for current and future generations of South Australians.

About this role

Children’s Centres for Early Childhood Development and Parenting (children’s centres) provide a network of integrated health, family support and education service hubs for families with babies and young children across South Australia. Children’s centres speech pathologists provide a range of discipline-informed group and individual services for children, families and colleagues that promote children’s healthy development and support parenting through both universal and targeted service provision. The speech pathologist provides evidence-based services drawing upon key frameworks including attachment theory, trauma informed practice, cultural responsiveness, and they use a strengths-based approach. Speech pathologists are members of interdisciplinary teams working in partnership with families, government and non-government sector colleagues across community, home and learning environments.

Student Support Services are on a cultural response journey, as such we value and prioritise Aboriginal ways of knowing, doing and being.



Position title	Children's Centres Speech Pathologist
Classification	AHP2
Division	Support and Inclusion
Directorate	Student Support Services
Location	Children's Centres for Early Childhood Development and Parenting (various locations)
Reports to	Relevant children's centre leader
Direct reports	Nil
Role description date	December 2021, Reviewed June 2024

What you will do (key outcomes)

1. Collaborate with families and colleagues to plan, implement and evaluate a range of quality universal and targeted services that support responsive caregiving, and children's development, wellbeing and learning.
2. Apply discipline specific clinical judgement in the selection and adaptation of evidence informed services in a range of contexts, including community, home and learning environments, at individual, group, site and community levels.
3. Collaborate and coordinate with families, government and non-government colleagues to facilitate families' engagement with services.
4. Manage and prioritise your workload by developing workload management plans and efficiency initiatives.
5. Proactively seek opportunities to improve work practices and services by monitoring service engagement and outcomes, emerging trends and community strengths and needs, and contribute to ongoing service evaluation.
6. Contribute to centre leadership through participation in shared decision-making processes about service provision in response to community strengths and needs.
7. Contribute to discipline-specific and interdisciplinary research, program and service development, innovative practices and initiatives, through data analysis, evaluation of services and development of recommendations to assist management decision making.
8. Work with the team to contribute to support positive culturally inclusive environments. Seek to better understand Aboriginal cultural perspectives and take steps to weave these into everyday practice.
9. Help to maintain a safe and healthy working environment by proactively reporting incidents, hazards and injuries.



The capabilities you will bring (key competencies)

- Use your experience in strengthening capabilities and working alongside families and colleagues to collaboratively plan, implement and evaluate services inclusive of informal and formal information gathering processes, group and individual interventions.
- Use your knowledge of the importance of children's first years of life to develop service responses that consider influencing factors such as trauma, disadvantage, attachment, culture and relationships.
- Use your understanding of how lived environments influence provision of services to engage with children and families experiencing deep and/or persistent disadvantage.

- Understand and know how to value individual diversity by adapting your approach to suit individual differences whilst achieving service outcomes.
- Ability to partner effectively with families, colleagues and external service providers.
- Strong communication and interpersonal skills including active listening and reflective questioning to facilitate negotiation and decision making.
- Ability to manage competing workload priorities in response to local and organisational demands, both individually and through working with others, while maintaining scope of practice focus.
- Promotes a culturally inclusive workplace and is committed to continuing to reflect on and develop own cultural awareness and practices.

Who you will work with (key relationships)	Qualifications
Children’s centre leader (director or head of school early years) Senior speech pathologist Children’s centre team members Children, families and community members Government and non-government agencies	<p>Essential: An appropriate degree or equivalent which gives eligibility for full membership with Speech Pathology Australia.</p> <p>Desirable: Current practising membership with Speech Pathology Australia with Certified Practising Speech Pathologist (CPSP) status.</p>

Corporate responsibilities	Special conditions
Keep accurate and complete records Act appropriately in line with the Public Sector Code of Ethics at all times Support diversity and promote an inclusive workplace for everyone Maintain a commitment to Work Health and Safety legislative requirements	You may need a current driver’s license and be willing to drive You may be asked to work out of hours You may need to travel within or outside South Australia You need to achieve mutually agreed performance goals You must have a current Working with Children Check You must do Responding to Risks of Harm, Abuse and Neglect – Education and Care training You must be an Australian resident or provide evidence you have a current work permit

Assessed by: Marjan Marzoughi, P&C Advisor		Approved by: Cheryl Malone A/Director Student Support Services	
Date: June 2024		Date: June 2024	