**Position Description**

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| **Position** | Speech Pathologist |
| **Reporting to** | Clinical Director |
| Hours | Full Time |
| Location | Melbourne |
| Salary: | 95K-115K |

**OUR PURPOSE**

Crescent respite is your home away from home. Unfortunately, there have been shortages of services that are well catered, person-centred, and evidence-based throughout the years that will provide the necessary services for the participant and what they desire and need.   
  
With 40 comfortable rooms with on-suites, state of the art facilities, including a library, sensory garden, full-access kitchen, art rooms and spaces for relaxation, you can unwind and refresh yourself in the way that best fits you.

We have decided a year and a lot of expenses to make sure we bridge the gap and create a holistic approach for all participants. We approach not form a multidisciplinary approach but rather a transdisciplinary approach. This means that every client we are working with will get the whole team working with them. In other words, they will receive BT, OT and Speech all toward one client.

Hence why we developed the crescent facility. It is meant to create a new beginning for every individual coming on board. It is sole purpose is to recover, rejuvenate and recalibrate every individual coming to us. It is our equivalent to 5-star treatment and resorts to individuals who need a break away from reality, want a chance to get better, want to gain top-notch allied health services and state of an art setting. Each individual will gain independent living skills, a treatment plan, Allied health service, a plan and much more that is dedicated to them and facilitated for them. Once delivered this plan becomes their won and they can leave the facility with all the strategy, intervention, techniques and skills that will allow them to flourish outside the facility.

**Core Principles**

1. **Innovation**
   1. By constantly growing and evolving
2. **Leadership**
   1. By delivering high standards within our work and within our team
3. **Authenticity**
   1. by showing we genuinely care & through developing open & honest relationships
4. **Humility**
   1. Through being approachable, compassionate & accountable
5. **Respect**
   1. by embracing diversity & choice
6. **Resilience**
   1. Through flexibility, courage & adaptability

Vision

To spark a new beginning and become the leading organisation in Therapeutic Respite and Independent living for people with disability through innovation and Creativity.

Mission

To become the National leaders in equipping people with disability with tools to Recover, Rejuvenate, Recalibrate and Rediscover themselves.

**About Speech-Language Pathology**

Speech-language pathologists (SLPs) work to prevent, assess, diagnose, and treat speech, language, social communication, cognitive-communication, and swallowing disorders in children and adults.

* Speech disorders occur when a person has difficulty producing speech sounds correct or fluently (e.g., stuttering is a form of disfluency) or has problems with his or her voice or resonance.
* Language disorders occur when a person has trouble understanding others (receptive language), or sharing thoughts, ideas, and feelings (expressive language). Language disorders may be spoken or written and may involve the form (phonology, morphology, syntax), content (semantics), and/or use (pragmatics) of language in functional and socially appropriate ways.
* Social communication disorders occur when a person has trouble with the social use of verbal and nonverbal communication. These disorders may include problems
  + communicating for social purposes (e.g., greeting, commenting, asking questions),
  + talking in different ways to suit the listener and setting, and
  + following rules for conversation and story-telling.
* All individuals with autism spectrum disorder have social communication problems. Social communication disorders are also found in individuals with other conditions, such as traumatic brain injury.
* Cognitive-communication disorders include problems organizing thoughts, paying attention, remembering, planning, and/or problem-solving. These disorders usually happen as a result of a stroke, traumatic brain injury, or dementia, although they can be congenital.
* Swallowing disorders (dysphagia) are feeding and swallowing difficulties, which may follow an illness, surgery, stroke, or injury.

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| **Position Responsibilities** | **Performance Measure** |
| **Daily Duties** | * Provide aural rehabilitation for individuals who are deaf or hard of hearing. * Provide augmentative and alternative communication (AAC) systems for individuals with severe expressive and/or language comprehension disorders, such as autism spectrum disorder or progressive neurological disorders. * Work with people who don't have speech, language, or swallowing disorders, but want to learn how to communicate more effectively (e.g., work on accent modification or other forms of communication enhancement). * SLPs work with the full range of human communication and swallowing disorders in individuals of all ages. SLPs: * Evaluate and diagnose speech, language, communication, and swallowing disorders. * Treat speech, language, communication, and swallowing disorders. * Provide training and education to family/caregivers and other professionals. * Work collaboratively with professionals from many other disciplines. * Prepare future professionals in colleges and universities. * Run Crescent respite clinics * Provide counselling and consultative services. * Train and supervise support personnel. |
| Mission | * Capacity to understand and willingness to support and promote the Mission and Values of Crescent Respite. * • Commitment to organisation’s service ethos through the provision of excellent service. * • Caregivers are required to act in accordance with the standards of behaviour outlined in the CRESCENT RESPITE Code of Conduct document. |
| Clinical Care | * Provision of Speech Pathology services at a senior level including assessment of patients with communication, cognitive and swallowing disorders * Development of individual therapy programs (with long and short term goals) for the more complex patients. * Documentation of assessment results, treatment procedures and progress in medical record, with communication of these to the referring party and other parties involved in the patient’s management * Participation in relevant client-related meetings, including ward round, family conferences and patient review meetings * Counsel clients and family members regarding communication/swallowing problems * Appropriate referrals and recommendations for further assessment / treatment or community support are made in a timely manner. * Explore any developing areas of assessment and treatment which may improve standards of care * Responsible for completing appropriate administrative duties. This requires liaison with the administration team, reporting of statistical data and completion of progress notes. * Uses an evidence-based, problem solving approach to clinical care and service development. * As relevant, supervises and supports Allied Health Assistants and students to deliver effective services. * Acts as a clinical consultant for the discipline and within the specialty. * Required to exercise independent professional judgment on routine matters. They may require direct professional supervision from more senior caregivers when performing novel, complex or critical tasks. |
| Professional Leadership | * Demonstrates strong, current clinical knowledge and skills and applies this to contribute to supporting individuals and teams in clinical practice. * Leads and contributes to undergraduate student programs and training. * Leads, supervisors and develops junior staff within the team. * Acts as a role model for staff in promoting professional values and ethics. * Represents the profession either clinically or in relation to service development as require. Initiates and participates in working parties, committees and internal forums at a discipline and divisional level as required. * Contributes to the development of systems and processes, including policies and procedures, and encourages participation of other staff in this Position * Contributes to research via publication or presentation at internal and external forums. * Responsible for the updating and development of Speech Pathology related documents, in conjunction with other caregivers (eg assessments forms, handouts). * Triage and case allocation of Speech Pathology referrals to ensure patients are seen within a timely manner. Productivity expectations are facilitated through regular monitoring of caseloads. |
| Professional Development | * Attends relevant training sessions offered by CRESCENT RESPITE. Satisfactory completion of all annual mandatory and unit based competencies as required. * Accepts responsibility for maintaining and strengthening own professional knowledge and expertise. Maintenance of own continuing professional development portfolio as required |
| Team Work | * Participate as a valued team member promoting and contributing to a supportive team environment. |
| Communication | * Communicate effectively with all customers and patients using the appropriate channels, utilising appropriate formal and informal channels of communication. |
| Quality and Risk | * Participate in, contribute to and implement quality improvement and risk management into all aspects of service |
| Occupational Health and Safety | * Adhere to all applicable Crescent Respite policies and guidelines. * Take reasonable care of themselves and others. * Not to interfere, bypass or misuse any system or equipment provided for health, safety and welfare purposes. * Take all actions to avoid, eliminate or minimize hazards. * Seek information on any work they undertake and be aware of the risks and hazards associated with their work. * Report all incidents / hazards / injuries. * Assist in completion of incidents / hazards / injuries reports. * Participate in the documentation of Risk Assessments and Standard Operating Procedures for activities that could pose an OHS risk. * Raise OHS issues with appropriate caregivers and take part in OHS consultative arrangements. * Use Personal Protective Equipment as required and directed. * Attend all mandatory and recommended OHS training * Promote a positive safety culture within their areas by demonstrating a positive commitment to OHS. |
| Environment | * The caregiver, recognising Crescent Respite commitment to responsible environmental stewardship, will support the organisational Environmental goals in performance of all duties. |

Skills & Experience:

* Minimum 3 years Speech Pathology experience
* Have experience working with children with a disability or autism
* Experience supervising other therapists is preferable but not essential
* Have a practising membership with Speech Pathology Australia
* Be willing to undertake a Working With Vulnerable People Check
* A willingness and capacity to embrace the Mission and Values of Crescent Respite.
* Demonstrated clinical experience and leadership in a specialised area of clinical practice within an NDIS & People with Disability setting.
* Proven ability to act as a consultant and educator at a confident level of clinical practice.
* Demonstrable ability to undertake professional supervision and/or mentor junior staff and promote professional competence and growth in staff.
* Demonstrated ability to develop evidence-based, innovative clinical practices and initiate quality improvement activities.
* Demonstrated ability to initiate and conduct quality improvement activities.
* Current Drivers Licence.
* Accord - require evidence of First Aid and CPR certification.
* Demonstrate a commitment to ongoing Professional Development

Benefits:

* Above award wage, plus travel and bonuses
* Flexible working hours
* The ability to foster your areas of interest
* Variety of clients - ages and disorders
* The latest therapy resources - iPhone, iPad, assessment tools and online resources
* Internal Professional Development Program and weekly supervision
* Budget for external PD
* Regular team social events
* Administrative support
* Relocation bonus can be provided