



Position Title:	Speech Pathologist
Location:	Geelong
Reports to:	Clinical Manager (Speech Pathology)

About Cameron Wellness Centre

Cameron Wellness Centre is a unique and progressive Supply Nation & NDIS Registered provider focused on providing comprehensive therapeutic supports to all people throughout Victoria and Northern Territory.

As a First Nations-owned business, Cameron Wellness Centre is passionate about working with Aboriginal and Torres Strait Islander community, and they warmly welcome people from all backgrounds, including people who speak English as a second language. Cameron Wellness Centre celebrates diversity and strives for inclusivity and fairness in all operations.

Position Summary

The role of the Speech Pathologist is to provide specialist support services to people with a disability, their families, and carers. These services are delivered within a person-centred, strengths-based approach; identifying the individual's strengths and needs and designing a program of support as per their individual needs and goals.

The purpose of the engagement with clients is to ensure access to multiple supports and services identified by a person at key life stages, to achieve optimal wellbeing and to support social participation.

The Speech Pathologist will ensure the delivery of high-quality services in accordance with Cameron Wellness Centre's Strategic Objectives, Policies and Procedures, Work, Health & Safety Standards and Government Standards.

Key Responsibilities

- Manage a caseload of people with a disability and their families or carers, who present with communication and/or eating/drinking needs in accordance with best practice guidelines to ensure positive outcomes for clients under their NDIS goals.
- Assess client needs and develop, implement, monitor, and review intervention programs for each client to ensure the client's assessed needs are being met.



- Support the philosophy of person-centred practice and engage in collaborative, holistic goal setting that reflects the individual's needs and priorities.
- Ensure service delivery models are based on current evidence-based practice and are delivered within resources.
- Demonstrate proficient assessment and measurement skills, including collection of client information and selection of appropriate assessment tools.
- Actively promote family relationships and build disability networks to ensure optimum participation.
- Participate in regular supervision and performance appraisal sessions with the Clinical Manager.
- Attend and participate in staff meetings, case reviews, and in-service training.
- Take responsibility for identifying opportunities and strategies for professional development.
- Manage client feedback and take corrective action to ensure services remain responsive to client need.
- Represent the team in relevant internal & external forums as required.

Key Performance Indicators

- Clinical KPI's are 24.5 hours per week.

Relationships	
Internal	External
Direct Manager	Participants and their families/advocates
Cameron Wellness Centre employees	Industry Agencies
Support Services (HR, Clinical Manager)	NDIA
	Allied Health Professionals
	Service and product suppliers

Organisational Policies and Procedures

You are required to be familiar with Cameron Wellness Centre's policies and procedures. These can be accessed using the document management system which is accessed via Microsoft Teams.

Selection Criteria

- Recognised Degree in Speech Pathology and eligibility for membership in professional association.



- At least 12 months minimum experience working with people with a disability with complex needs, incorporating specialised and complex intervention strategies.
- Experience in the assessment, planning and monitoring of interventions in the areas of communication, mealtime management and eating/drinking in line with NDIS reviews.
- Experience in assessment and development of Augmentative and Alternative Communication systems.
- Experience of NDIS implementation, reviews, and requirements.
- Experience and understanding of time management skills in line with NDIS provision.
- Experience working collaboratively as a member of a multi-disciplinary team and in partnership with other services.
- Current understanding of the issues, trends and approaches underpinning the provision of services to people with a disability and their families and carers under NDIS.
- Knowledge of relevant legislation, policies, procedures, and standards impacting on the delivery of services to people with a disability.
- Demonstrated ability to provide clinical leadership, supervision, and support to other Allied Health Professionals within team.
- Well-developed conceptual, problem solving, and analytical skills including the ability to collect, interpret and utilise clinical data.
- Excellent communication and negotiation skills including verbal, written and cross-cultural.
- Ability to identify and understand challenges facing people from culturally and linguistically diverse and Aboriginal and Torres Strait Islander backgrounds.
- Current VIC Drivers Licence.
- Current VIC Working with Children Check and Police Check.

Behaviours:


- **Emulating Values** – demonstrates, through behaviour, an alignment to and an understanding of our values and the criticality of those values to our ongoing success.
- **Confidentiality** – applies the highest level of confidentiality, understanding that confidentiality is an imperative for participants, their families, fellow employees, and Cameron Wellness Centre.
- **Delivering Results** – drives and delivers performance against set goals including the efficient follow through of any tasks to completion or as otherwise determined by the direct manager or other designated person.
- **Person-centred** – ensures that all interactions with others ensures that the individual involved is at the centre of decisions that relate to them including genuinely listening to, thinking together, coaching, sharing ideas and seeking feedback.
- **Analytical Thinking and Data Analysis** – understands the operating environment and makes decisions based on fact-based analysis.



- **Adapts to change** – change agile and enjoys being engaged in the change process.
- **Commercial Thinking** – practically applies technical/functional expertise and challenges the status quo in contributing to business success.
- **Formulating Concepts** – demonstrates short to medium term visioning and develops a plan to achieve the vision.

Managing Director

Signed on behalf of Cameron Wellness Centre

NAME: (Please Print)	Reece Dumbell	
SIGNATURE:		DATE: 17.08.23

Note:

Statements in this Position Description are intended to reflect general responsibilities and are not intended to be all-inclusive. Other duties may be required as part of this role.

