



The Bendigo Rainbow Hub

Position Description

Position title	Speech Pathologist
Employment type	Part-time or full-time considered (negotiable, minimum 0.6 FTE)
Location	The Bendigo Rainbow Hub, 81 Chapel Street, Bendigo VIC 3550
Reports to	Director, The Bendigo Rainbow Hub (Dr Israel Berger), with clinical support from the multidisciplinary team
Direct reports	Nil
Classification/Award	In accordance with the Health Professionals and Support Services Award (or relevant enterprise agreement), commensurate with experience
Date approved	August 2026

About The Bendigo Rainbow Hub

The Bendigo Rainbow Hub is an LGBTIQ+ affirming health service providing psychiatry, psychology, occupational therapy, nursing and allied health care to young people and adults across the Bendigo and greater Loddon Mallee region. Our multidisciplinary team works collaboratively to deliver neuro-affirming, gender-affirming and LGBTIQ+ affirming care, with a particular interest in neurodevelopmental assessment, gender-diverse health and youth mental health. We are committed to creating a workplace and a clinical service in which people of all genders, sexualities and neurotypes feel safe, respected and understood.

Purpose of the Role

The Speech Pathologist will provide high-quality assessment, diagnosis and intervention services for clients presenting with communication, language, speech, voice, fluency and swallowing needs, including clients undergoing neurodevelopmental (including autism and ADHD) assessment. The role will work closely with the psychiatry, psychology, occupational therapy and dietetics teams to provide holistic, client-centred, neuro-affirming care, and will contribute to multidisciplinary case formulation and report writing.

Key Responsibilities

- Conduct comprehensive speech pathology assessments, including standardised and informal measures of speech, language, voice, fluency, social communication and, where relevant, swallowing (dysphagia).
- Contribute speech pathology input to multidisciplinary neurodevelopmental assessments, including collaborative formulation with psychiatry, psychology and occupational therapy.
- Develop and implement individualised, goals-based intervention plans in collaboration with clients, families and carers, and review these regularly.
- Provide evidence-based, neuro-affirming therapy for communication and social communication difficulties, using client-led and strengths-based approaches wherever appropriate.
- Prepare timely, high-quality clinical reports, letters and correspondence, including reports for the National Disability Insurance Scheme (NDIS), education settings and other referrers.

- Liaise with families, carers, schools, general practitioners and other services to support coordinated, wraparound care.
- Maintain accurate, timely clinical documentation in line with the Hub's policies and relevant professional and legal standards.
- Participate in multidisciplinary team meetings, case conferences and clinical supervision.
- Support the Hub's commitment to gender-affirming, neuro-affirming and LGBTIQ+ affirming practice, including ongoing reflection on inclusive language and clinical approach.
- Contribute to service development, including intake processes, waitlist management and quality improvement activities as required.
- Undertake continuing professional development in line with Speech Pathology Australia (SPA) requirements.

Key Selection Criteria

Essential

- Tertiary qualification in Speech Pathology and current full membership of Speech Pathology Australia (SPA), or eligibility to obtain this.
- Demonstrated experience in the assessment and treatment of communication and, ideally, swallowing difficulties across the lifespan, or within the relevant client group for this role.
- A genuine commitment to LGBTIQ+ affirming, gender-affirming and neuro-affirming practice, and the ability to work respectfully and flexibly with diverse clients.
- Sound understanding of, or willingness to develop expertise in, neurodevelopmental conditions including autism and ADHD, and their intersection with communication.
- Excellent written and verbal communication skills, including the ability to produce clear, well-structured clinical reports.
- Demonstrated ability to work both autonomously and collaboratively within a multidisciplinary team.
- Current Working with Children Check, National Police Check and right to work in Australia.

Desirable

- Experience contributing to multidisciplinary neurodevelopmental assessment teams.
- Experience preparing reports for the NDIS or other funding and support schemes.
- Experience working with gender-diverse or LGBTIQ+ clients.
- Experience or training in social communication, pragmatic language or AAC (augmentative and alternative communication) approaches.

Key Relationships

Internal	Director/Clinical Director, treating psychiatrists, psychologists, occupational therapist, dietitian, provisional psychologists, nursing and administration staff.
External	Clients, families and carers, schools and education providers, general practitioners, NDIS planners and support coordinators, and other allied health and medical providers.

Working Conditions

This role is based at The Bendigo Rainbow Hub, 81 Chapel Street, Bendigo. Hours and days are negotiable to support work-life balance, and applicants seeking part-time hours are strongly encouraged to apply.

Clinical supervision, professional development support and a collegial, LGBTIQ+ affirming multidisciplinary team environment are provided.

Other Requirements

- Current Working with Children Check (Victoria).
- Current National Police Check (or willingness to obtain).
- Current professional indemnity insurance and SPA membership.
- Commitment to the Hub's child safety, privacy and clinical governance policies.

The Bendigo Rainbow Hub is an equal opportunity employer and strongly encourages applications from LGBTIQ+ people, First Nations people, people with disability and people from culturally and linguistically diverse backgrounds. This position description may be reviewed periodically in consultation with the incumbent.