



Position Title:	Allied Health Practitioner – Speech Pathologist
Program:	Community Services and Allied Health
Division:	Allied Health
Salary Classification:	Yooralla Therapists, Specialist Behaviour Support Practitioners, Nurses, Teachers, and Additional Kindergarten Assistants Agreement
Date:	August 2026

ROLE PURPOSE

Allied Health is a division of Berry Street Yooralla that provides therapy, positive behaviour support and psychology services to people with a disability. You will provide best practice, evidence-informed **speech pathology** services to support people with a disability to achieve their goals and lead the life of their choosing. You will hold an **established** understanding of working within a human rights practice framework, person-centred and family centred practice, interdisciplinary and transdisciplinary models of support and have **established** clinical skills.

PRIMARY OBJECTIVES

Grade 2: Established proficiency level.

Good knowledge of the capabilities. Can work under routine direction without direct supervision and exercise independent judgement on routine matters. May require professional clinical supervision when performing novel, complex or critical tasks. Can provide supervision for allied health students and other practitioners.

REPORTING RELATIONSHIPS

This role is based at Sunshine or Glenroy office on Aboriginal Country. This role reports to the Clinical Practice Lead-Speech Pathology and Senior Group Manager, Allied Health, who will provide supervision and review.

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Yooralla Code of Conduct, which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement.
- Raise all health, safety, and wellbeing issues or concerns with managers, observe all safe work procedures and instructions, and take reasonable care for their own safety and for the safety of work colleagues by always operating in a safe and appropriate manner.
- Participate in regular supervision, performance planning and review processes and probationary reviews.
- Complete mandatory training within designated timeframes.
- Promoting and protecting the human rights of people with disability, in accordance with the UN Convention on the Rights of Persons with Disabilities (CRPD) (2008).
- Working to ensure high-quality and safe supports and services for NDIS participants, meeting and exceeding the NDIS Practice Standards and Quality Indicators.
- Meeting obligations under all relevant Victorian and Commonwealth legislation.
- Berry Street Yooralla is committed to service delivery that prioritises and celebrates diversity and inclusion. Every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality, or religion.
- Berry Street Yooralla is committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify as LGBTIQ+.

- Berry Street Yooralla is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children, in accordance with our legal obligations including MO 1359 and child safe standards.

ROLE RESPONSIBILITIES	Specific responsibilities, duties and tasks
Organisational Capabilities	• Manage a clinical case load within scope of practice • Meet clinical KPIs in line with divisional requirements • Support divisional objectives and priorities through the delivery of organisational training and participation in key projects as required • Attend organisational meetings and mandatory training as required • Be familiar with and follow Yooralla's policies, procedures and management instructions • Uphold Yooralla's purpose, vision, promise and values
Clinical Knowledge Areas	Has clinical skills and knowledge to support people with a disability to achieve their goals through: • Assessment of age and developmentally appropriate language, literacy and communication skills; • Development and implementation of age and developmentally appropriate interventions to support language, literacy and functional communication; • Assessment, prescription and implementation of assistive technology to support communication including training for the customer and support people where relevant; • Assessment, diagnosis and development of recommendations, strategies as well as the implementation of intervention for people with issues with eating and drinking (dysphagia). This includes: • The development and periodic review of a mealtime management plan; • Planning and the provision of training for the support team around the person in eating and drinking supports; and • Swallowing therapy associated with dysphagia
Supporting a person with a disability	Understands disability and complex support needs • Has a good, up-to-date understanding of disability and the rights of people with disability • Recognises that complexity may arise from the interplay between individuals and their environments, and the capacity of service systems to respond • Contributes to ways of adapting practice, environments and systems to respond to a person's complex support needs • Raises awareness of these within the service Promotes independence and informed choice • Has a strong understanding of how individual experiences of disability can influence the support a person may need to make an informed choice • Confidently supports the person where possible to make their own decisions • Builds knowledge of this within the service

	Works in partnership with the person to set and achieve goals • Incorporates the views, needs, preferences and developmental stage of the person, and where appropriate the person's supports in setting and achieving goals • Implements best practice models to set and achieve goals that are participation- or activity-focused Thinks flexibly and tailors' interventions to the person • Uses clinical judgement to tailor intervention to best meet the needs, preferences and values of the person and their supports • Thinks creatively to solve complex problems and implement solutions • Seeks expert guidance on novel, complex or critical tasks Communicates effectively • Considers the various possible influences on a person's communication needs • Adapts communication approaches to respond to those needs • Adapts communication to respond to people of diverse backgrounds and uses qualified interpreters appropriately Works collaboratively with the person's supports • Has a strong understanding of the role and dynamics of formal and informal supports to promote positive outcomes for people • Considers diverse values, attitudes and beliefs in delivering services • Develops strong working relationships and builds the capacity of formal and informal supports to support the person
Allied Health Practice	Operates within scope of practice • Implements evidence-informed practice confidently and independently • Measures outcomes appropriately • Reflects on practice and actively participate in clinical supervision to support established or developing new scopes of practice • Contributes to a culture of interprofessional learning and development by supervising and teaching students • Actively participates in learning and development opportunities Collaborates interprofessionally • Understands their limits and professional boundaries • Has a strong understanding of the scope of practice of other professions • Builds strong relationships with other allied health professionals to support referrals • Articulates reasons for referrals to the person

Service Systems	Navigates funding systems including the National Disability Insurance Scheme (NDIS) • Implements operational guidelines and processes • Builds skills in other professionals to implement guidelines • Demonstrates excellent time management skills in a fee-for-service environment • Assists others to develop time management skills within the service
Quality, safety and ethics	Acts ethically and resolves conflicts • Develops responses to ethical issues with relevant parties • Applies their profession's code of ethics in practice • Provides supervision regarding ethical practice for other allied health practitioners Promotes quality, safety and inclusion • Identifies risks and develops organisational systems to promote the safety of people with disability and complex support needs
Stakeholder Engagement	• Build and maintain collaborative relationships with DFFH, NDIS, community partners and relevant stakeholders to support coordinated service delivery. • Work collaboratively within multidisciplinary teams to support integrated service delivery. • Build positive relationships with families, carers and external stakeholders
Other	• May be required to travel between sites; work flexibly based on operational needs. • Other duties as required

KEY SELECTION CRITERIA

- Excellent communication skills (including public speaking, presentations, and facilitation skills) with the ability to convey information clearly and adapt style to suit different audiences.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.

QUALIFICATIONS AND OTHER REQUIREMENTS

- Staff members must hold a valid WWCC, NDIS Worker Screening Check and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.
- Current driver's licence to drive in Australia (travel is an expectation of the position)
- Registration with Speech Pathology Australia
- Tertiary qualification in relevant discipline (mandatory)
- Post graduate qualification in relevant discipline (desirable)

HIGHLY DESIRABLE

- Excellent interpersonal skills, including verbal and written communication skills and ability to lead and engage people, motivate them and build their capability

- Competence with using computer software programs
- Respects, protects and fulfils the rights of people with disability
- Respects a person's culture, diversity, values and beliefs
- Empowers people with a disability to exercise choice and control
- Acknowledges and respects the role of family, friends, carers and community supports
- Views the person with a disability as an equal partner in the therapeutic relationship
- Demonstrates compassion, empathy and respect in all interactions
- Demonstrates collaboration and promotes teamwork and respects and uses team diversity
- Acts with integrity, honesty, accountability and respect

OUR VALUES

We expect all staff to apply the Values in all aspects of their work.

- We put the person living with a disability first.
- We do better together - we work as a team.
- We speak up.

Berry Street Yooralla is committed to being a child safe, child friendly and child empowering organisation. **In everything we do we seek to protect children**

INHERENT REQUIREMENTS OF WORK ACTIVITIES/ENVIRONMENT

The following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Client Facing and Service Delivery	Work with clients who may have a physical, psychiatric, or sensory disability.	Daily
	Interact with clients and members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Daily
	Work with complex clients which may expose you either directly or vicariously to emotionally challenging concepts such as self-harm, trauma, illegal activity and/or violence.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Not Applicable
	Work in a client's home or their family home alone and/or with others.	Regular
	Represent, advocate, and cooperate with legal processes which may include attendance to court.	Occasional
Work Environment	Manage demanding and changing workloads and competing priorities.	Regular
	Work in different geographic locations.	Occasional
	Be exposed to all outdoor weather conditions.	Occasional
	Work via computer from home as required.	Occasional
	Work office hours with the possibility of extended hours. Flexible arrangements by agreement.	Daily
	Work rostered hours with the possibility of overtime.	Occasional
	Work on-call after hours.	Not Applicable
	Work in an open plan office with no assigned desk.	Occasional

	Work in buildings which may require the use of stairs or elevators.	Occasional
	Sit at a computer or in meetings/meeting rooms via video conference facilities or in person for extended periods.	Occasional
	Work in educational or community facilities.	Regular
	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Occasional
	Undertake training and professional development activities both internal and external to the organisation.	Regular
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, filing, data entry, writing reports, case notes/plans and client records. Manage resources and budgets. Research and analyse information and data.	Regular
	Use technology including computers, photocopiers, telephones including mobiles, projectors, televisions, video conference facilities and electronic whiteboards.	Regular