Position Description
Paediatric Speech Pathologist
Grade 2

Bellarine Community Health - Strategic Plan 2026-2030

Bellarine Community Health's vision is for a thriving, healthy Bellarine Peninsula where every person has equitable access to holistic, client-centred care. Our purpose is to deliver high-quality, accessible health services that empower our community to live well.

The BCH Strategic Plan 2026-2030 focuses on strengthening what works well, fixing what slows us down, and building capability sustainably. It reflects the feedback of our community, staff, partners and Board, and responds to the challenges of increasing demand, workforce pressure, constrained funding and the need for responsible, sustainable decision-making.

Our work is guided by our **CARE Values** of **Community, Accountability, Respect and Equity**. These values shape how we care for clients and families, how we work with each other, and how we partner with others to improve health and wellbeing across the Bellarine.

BCH's strategic priorities are:

- **Access and Care -** making it easier for people to get timely, appropriate coordinated care.
- **Our People and Culture -** creating a welcoming, inclusive and supportive workplace.
- **How We Work -** simplifying processes, reducing duplication and using data and evidence to improve services.
- **Community and Partnerships -** strengthening BCH's visibility, partnerships and connection with the Bellarine community.
- **Sustainability and Growth -** ensuring BCH remains strong, sustainable and here for the future.

All employees contribute to BCH's strategic direction through their role, conduct and commitment to safe, high-quality, client-centred care. Each position is expected to support continuous improvement, work collaboratively, use resources responsibly and help BCH remain responsive, trusted and sustainable for the community.

BCH is the largest healthcare provider on the Bellarine Peninsula with sites in six locations:

- Drysdale (2 sites)
- Ocean Grove (2 sites)
- Portarlington
- Point Lonsdale

Position Information

Position Objective:	Paediatric Speech Pathologist provides specialist speech pathology services and support to clients accessing Bellarine Community Health (BCH) services. This position supports children and young people to support children and young people to develop their communication skills and/or feeding through a variety of therapeutic approaches. Services are provided using best evidence, a flexible, early intervention approach working with children and young people presenting with developmental delays or with diagnosed disabilities. This includes the provision of evidence based Speech Pathology support in a format appropriate to developmental age and may include the provision of clinical assessment, therapy / interventions including group programs and centre based or outreach support for individuals and or to their families/guardians. Your role ensures clinical practice is based on the best evidence available facilitating high-quality services which is responsive to community need. The Paediatric Speech Pathologist will work as part of the Child Health and Development multidisciplinary team which includes mental health professionals, occupational therapy, speech pathology, physiotherapy and a Child and Family Engagement Officer.

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	Child Health service provision is person centred, coordinated, child and family focused and provides a flexible, culturally sensitive, respectful, and supportive neuro-affirming approach that builds on the strengths and empowers clients to participate meaningfully in their home and community life. The needs of children and young people are seen in the context of their age, developmental stage, family / friends support structure, gender and culture, and services build on the strengths of all. In this role you will work with the highest degree of professional integrity, collaboration, and flexibility within a multidisciplinary team reflective of United Nations Convention on the rights of the Child and NDIS Practice Standards.
Reports to: **Direct reports:**	Manager - Child Health and Development Team; Senior Paediatric Speech Pathologist Nil
Program:	Child, Youth and Families
Location:	Ocean Grove Kingston; may be required to work across Bellarine Community Health sites including remotely
Award:	Victorian Stand Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2022-2026
Employment Status:	Fixed term until October 2027 (Part Time, as negotiated, or Full Time) Probation period: 6 months
Remuneration and benefits:	Access to excellent salary packaging provisions. Employer Superannuation at the statutory rate.
Mandatory Requirements:	Bellarine Community Health expects all applicants to present evidence of the following: • 100 point ID verification • Current Working With Children's Check • Current NDIS Worker Screening Check (if in a "risk assessed" role) • Current Police Check • Current Victorian Driver's Licence **Immunisation Status:** COVID-19 and current Influenza Vaccination is recommended. For a position working with children: MMR, Pertussis, and Varicella vaccinations are recommended.

Organisational Requirements	
Diversity	Commit to providing a safe and welcoming health service for everyone. We celebrate the diversity of different ages, gender, ethnicity, physical ability, sexual orientation, religious belief, work experience, and educational background.
Child safety	Make a commitment to the safety and wellbeing of children and young people. This means to protect and support, enhance wellbeing, and reduce any opportunities for abuse, or harm to occur. Every child has the right to live a full and productive life in an environment that builds confidence, friendship, security, and happiness, irrespective of their family circumstances and background. Children have the right to give their views and opinions about decisions that affect them and to be listened to.
Consumer engagement	Seek and facilitate consumer and community participation to ensure the healthcare we deliver is safe, high quality and meets the needs and preferences of our diverse communities.

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Person/Family centred practice	Identify, strengthen capacity, and address any barriers that prevent a consumer maximising their independence and choice in decision making about the way their services are delivered. Actively seek opportunities to engage with clients and where appropriate (their families) that will enable them to be autonomous including: • Building on strengths and goals to maximise independence and individual capabilities in decision making. • Provide a voice in the management of their own health and wellbeing; and, • Look for ways to improve the health of diverse communities.
Occupational Health and Safety (OH&S)	Be familiar with and ensure that all appropriate actions are taken to implement OHS policies and procedures and that legislative requirements are met within the service • Report any incidents or potential hazards in accordance with Bellarine Community Health policies and procedures including effective reporting via Incident management system. • Demonstrates a commitment to health and safety in line with Bellarine Community Health OHS policies and procedures, training requirements and legislative/regulatory requirements. • Evidence of compliance with OHS policies and procedures. • Participation in team meetings where key OHS issues are discussed and resolved. • Evidence of hazard and incident reporting using incident management system. Maintains compliance with mandatory OHS training requirements.
Health Promotion	Support and contribute to the activities and projects outlined within the BCH Integrated Health Promotion Plan, as required. Implement a health promoting practice approach to service delivery that addresses the social determinants of health.
Strategy and Planning	Participate in planning processes, including program, team and individual to ensure alignment to the BCH strategic plan.
Continuous Quality Improvement	• Adopt and promote a culture of continuous quality improvement within area of practice and the broader organisation. • Contribute to the accreditation process, including identifying, developing, implementing, and evaluating quality improvement activities. • Commit to a culture of trust, openness, learning and accountability to improve service quality and safety. • Participate in data collection and audit processes to ensure compliance with applicable accreditation standards. • Demonstrate respect for individual's values, customs, cultural and spiritual beliefs to ensure patient care is effective and culturally appropriate. • Complete all mandatory training and education.
Risk Management	Comply with BCH Risk Management system and relevant legislation. Actively contribute to creating an organisational culture that promotes risk identification and mitigation.
Equal Opportunity	BCH is an Equal Opportunity Employer and diversity in the workforce is valued and encouraged.
Scope of Practice	Clinical practitioners are required to be suitably experienced, trained and qualified to practice in a competent and ethical manner in accordance with service needs and BCH organisational capability. • The core scope of practice refers to aspects of clinical or professional practice that can be reasonably expected to be undertaken by all practitioners holding that qualification.

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	• Individual practitioner's clinical practice will be undertaken with reference to the professional registration boards' scope of practice for respective disciplines and guided by practice standards frameworks and professional associations. Maintenance of clinical competence, adherence to contemporary evidence practice and participation in clinical and operational supervision is mandatory.

Position Specific Responsibilities

General

BCH has a high expectation that employees:

- Commit to the organisational purpose and guiding principles;
- Work as a co-operative, supportive and effective team member;
- Are flexible, multi-skilled and prepared to learn, take on new tasks, responsibilities, and challenges;
- Provides a flexible, culturally sensitive, respectful, and supportive service; and,
- Work in a strength-based model.

Position Specific

This position will provide clinical speech pathology services to children and young people involved with BCH services and its associated partners. Primarily this service is delivered to children aged 0 to 12. The position utilises both group and individual therapy models. The position works closely with other Speech Pathologists, paediatric allied health / mental health staff, and the broader organisation.

- Provide high standard, evidenced based, best practice speech pathology services to children and young people who experience a broad range of communication and/or feeding difficulties, whilst building the capacity of clients, participants, carers / families, and community in a wholistic child and family centred strengths-based approach.
- Deliver a range of paediatric assessments, therapeutic and interventional supports in clinical, home, educational and community settings (including to act as the key worker when deemed necessary).
- Utilise evidence-based practice for individuals and group programs, and where suitable adopt an early childhood early intervention approach to care.
- Work autonomously and within a team managing a mixed case load of clients.
- Complete all documentation in a timely and accurate manner in accordance with the departmental and organisational standards.
- Demonstrate and foster good understanding of professional values and ethics that also are reflective of United Nations Convention on the rights of the Child, Child Safety standards, NDIS Practice Standards, and organisational standards.
- Be self-motivated and take initiative to identify and resolve problems.
- Demonstrate and model effective written, verbal and non-verbal formal/informal communication skills with others including the multi/interdisciplinary team, clients, carers, and community agencies and stakeholders.
- Demonstrate and foster sound organisational skills.
- Meet key performance indicators including funding and performance targets.
- Meet the requirements of participants who are the recipients of NDIS plans.
- Represent the Child Health and Development service, the work of BCH, and your discipline through innovation, leadership, participation and positive promotion.
- Supervise students, early career clinicians, and allied health assistants or volunteers (as required) ensuring the maintenance and adherence of professional, clinical, ethical and safety standards.
- Participate in and have a commitment to all clinical governance activities, including clinical peer review, case conference, professional development, and supervision.
- Contribute to the attainment of BCH and the Child Health and Development services strategic objectives and priorities under the guidance of your operational reports.

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Key Performance Indicators

- Demonstrate high quality clinical service provision in Speech Pathology that are child and family centered, using a neurodiverse affirming, strength-based approach to ensure children, young people and their families/carers receive evidenced based interventions within appropriate environments.
- Conduct effective and efficient provision of service to ensure access, promotion and delivery maintains dignity for the legal and human rights of clients.
- Meet agreed individual targets set for clinical caseload.
- Complete all administrative tasks following BCH policies and procedures.
- Demonstrate initiative, communication, and co-operation as a member of a multi/interdisciplinary team to enhance collaboration and client outcomes, following the purpose and guiding principles of BCH.
- Provide evidence of key stakeholder engagement and communication.
- Demonstrate commitment to ongoing personal and professional development, including active participation in operational supervision, clinical supervision and professional development activities.
- Active participation in Clinical Governance responsibilities, Occupational Health and Safety, and Continuous Quality Improvement.

Key Selection Criteria and Skills/Attributes

Essential	1. Essential Qualifications and Requirements: • Recognised tertiary qualification in speech pathology, and practicing membership of Speech Pathology Australia including demonstrated evidence of professional development activities equivalent to Certified Practising Speech Pathologist requirements. • Successfully meets the pre-employment mandatory screening requirements • Advanced clinical skills and demonstrated high level clinical problem solving in paediatric speech pathology including extensive experience in assessment and delivery of therapy (in both group and one to one model) for clients with for clients with communication, speech and language difficulties. 2. Demonstrated ability to practice in a collaborative, neurodiverse affirming, strength based, family and child centred model, with emphasis on parent upskilling on how to best support their child. 3. High level and effective interpersonal skills, including teamwork, leadership, communication (written and verbal), and conflict management. 4. Strong organisational and time management skills, efficient and flexible work practices including the ability to manage a busy caseload, meet deadlines, prioritise, and respond to change. 5. Demonstrated commitment to professional development and quality improvement by maintaining, applying, and sharing clinical knowledge. 6. Demonstrated understanding of professional codes of conduct, child welfare and human rights. 7. Competent in the use of information technology e.g., Microsoft Office and Client Management Systems.
Desirable	• Experience working as a therapist under multiple funding and practice framework such as Community Health, NDIS and Home and Community Care Program for Younger People. • Experience in supervision and coaching of staff and/or undergraduate students. • Delivered services funded under the National Disability Insurance Scheme, and/or a detailed understanding of the requirements.

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Acceptance Details	
Name of staff member:	
Signature of staff member:	
Date:	
Exec Managers signature:	
Date:	

For more information about Bellarine Community Health visit our website: www.bch.org.au

Bellarine Community Health Ltd is committed to protect children and reduce any opportunities for abuse or harm to occur.

Bellarine Community Health acknowledges the Wadawurrung People as the traditional custodians of the land, waters and skies of the Bellarine Peninsula. We acknowledge and respect Wadawurrung Elders and leaders, past, present and emerging and pay gratitude for their unique ability to care for Country and deep spiritual connection to it. We are proud to be an inclusive workplace and welcome people from all cultures and backgrounds to our service.

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