



A Speech Pathologist position has become available at EPIC, Early Childhood Intervention Program, located in Bundoora (RMIT University campus) to work with children (birth to 6 years of age) with developmental disabilities/delays and their families. Applicants must have highly developed communication skills, experience and interest in working with children and their families, and commitment to work in a transdisciplinary and family-centred context. Excellent working conditions apply.

## POSITION DESCRIPTION

<b>POSITION TITLE</b>	Speech Pathologist
<b>POSITION SUMMARY</b>	The speech pathologist will deliver early intervention services to children and families in accordance with the principles of family-centred practice and strengths based, solution orientated practice in a transdisciplinary team. This position will also involve taking on a key worker role.
<b>TIME FRACTION:</b>	3 days per week
<b>TENURE STATUS:</b>	12 month contract
<b>SALARY:</b>	Commensurate with experience in the early childhood intervention field. Salary packaging is available.
<b>REPORTING RELATIONSHIPS:</b>	Reports directly to the CEO
<b>STARTING DATE:</b>	Immediate

## ABOUT EPIC

EPIC was established in 1976 as a provider of specialised early childhood intervention programs for young children with a range of developmental delays and disabilities. Approximately 115 children and families are involved in the program each year.

EPIC's services include:

- Flexible programs that maximise the development and learning of young children with developmental disabilities/delays.
- Assistance to families in maximising their child's learning and development, and the child's functioning within the family and community. A family-centred framework guides program activities.

- The transdisciplinary staff team at the Centre includes teachers, physiotherapist, speech pathologists, occupational therapist, psychologist and provisional psychologists.
- Coordination of programs for each child and his/her family via the allocation of a 'key worker'.
- Assistance/consultancy/coaching is provided to early childhood settings (e.g., preschools and child care centres) that include children who participate in EPIC programs. This may include preschool visits, general support and professional development programs.
- Parent information, education and support in a variety of formats are offered to assist families in addressing their own concerns and goals.
- Transition programs are established for children in preschools and schools.
- Research and training opportunities for post-graduate students working in the field of early childhood intervention and developmental disability.

#### **KEY DUTIES AND RESPONSIBILITIES**

- To use the skills of speech pathology in a transdisciplinary approach to service provision in accordance with the principles of family-centred practice in a range of settings;
- To undertake the role of Key Worker for a case load of families / children and provide speech pathology consultation to staff and to other families;
- In partnership with parents, team members and other professionals to develop an individualised program that meets identified family needs and reflects their priorities for promoting inclusion in all aspects of family and community life;
- To ensure that programs developed are based upon skills acquisition / learning in the child's natural environments and incorporates strategies into daily living;
- To deliver programs in a range of environments that are most relevant to the family, including centre-based, home, preschools, childcare centres, and other community settings;
- To work closely with and provide support for the families involved in the program;
- To liaise with preschool, school staff, parents and other relevant professionals or agencies to foster a co-ordinated approach to achieve the goals of the family and to assist with the process of inclusion into community settings;

- To provide discipline specific consultancy, working as a member of the transdisciplinary team, to families, other team members and universal children's services;
- To assess and monitor children's progress and provide reports as required;
- To provide information and education for parents, EPIC staff and others to enhance understanding of language and communication problems and various interventions available.
- To act as a consultant or refer families to specialised services as required.
- To maintain professional knowledge and skills by attending approved relevant in-service education programs, seminars and conferences and to share information with others.
- To complete all administrative duties associated with the program.
- To adhere to EPIC's mission and policies
- To perform other duties as required

#### **JUDGEMENT & DECISION MAKING**

- Ability to sensitively support families to ensure that their needs are met;
- Ability to make recommendations in regard to children's current speech and language development and provide strategies which are incorporated into families and children's natural routines and environments which will further their development;
- Identify and recommend the purchase of relevant resources.

#### **SPECIALIST SKILLS & KNOWLEDGE**

- Relevant professional skills and experience in providing a service within an early childhood framework, having knowledge of child development and a transdisciplinary approach;
- Demonstrated professional skills and competencies particularly in relation to children with a range of complex needs, including Autism;
- Knowledge of basic counselling skills and demonstrated ability to "actively" listen to families and caregivers;
- Experience in working in partnership with families using a strengths based, solutions orientated approach;
- Experience in the field of Early Childhood Intervention

## **QUALIFICATIONS, EXPERIENCE & OTHER REQUIREMENTS**

### **Mandatory**

- Degree in Speech Pathology;
- Eligibility for membership of relevant professional body;
- A Police Check will be required for successful applicant;
- A Working with Children Check will be required for successful applicant;
- Own car and current driver's licence required

### **Desirable**

- Experience in the field of Early Childhood Intervention

## **SELECTION CRITERIA**

- Demonstrated understanding of, and commitment to, family-centred principles and practice;
- Demonstrated knowledge and experience in early childhood development and paediatric speech pathology;
- Commitment to working as part of a transdisciplinary team;
- Understanding of, and commitment to, working in natural environments in partnership with parents / caregivers;
- Demonstrated skills in consultancy, including the ability to work in partnership with families, universal children's services staff and the community to promote a child's individual development and inclusion;
- Demonstrated high level written and oral communication skills;
- Demonstrated ability to time manage own work load;
- Demonstrated knowledge and ability to undertake paediatric speech pathology assessments and plan, present and evaluate programs within the context of a child's natural environments;
- Sensitivity to the differing needs of families – including privacy, confidentiality and cultural diversity

Any questions regarding the above position description please contact Oreste Pompetti, EPIC CEO on 9466 9022, email address: [oreste.pompetti@rmit.edu.au](mailto:oreste.pompetti@rmit.edu.au)

## **APPLICATION REQUIREMENTS**

Applications should be marked to the attention of the CEO and may be submitted electronically to [epic@rmit.edu.au](mailto:epic@rmit.edu.au)

or by mail to:      EPIC Centre  
                         PO Box 1094  
                         Bundoora 3083

Electronic applications are preferred where possible.

Applications must include the following:

- Brief covering letter
- Document addressing each of the Selection Criteria
- Current resume/CV including contact details of 3 referees

**Closing Date for applications:** 24<sup>th</sup> May 2010