



Job Description

Date	October 2019
Position Title	Paediatric Speech Language Therapist
Reports to:	General Manager; Clinical Leader
Positions reporting to:	Nil
Functional Relationships	Children experiencing disability Parents / Families / Whānau Therapists Other community agencies Paediatric services

OUR VISION IS:

Children experiencing disability can reach for the stars, while being included and valued in our community.

OUR MISSION STATEMENT IS:

Working in the community to provide a coordinated developmental service for young children experiencing disability and their families.

OUR PURPOSE IS:

To actively partner with children experiencing disability and their families to support them in exploring what a life of value means for them and the ways they might achieve it.

OUR ENDS / OUTCOMES ARE:

that children experiencing disability and their parents:
> will be strengthened to pursue ordinary life experiences

- > will determine the direction of their lives
- > will have the impact on their lives from experiencing disability reduced
- > will have a vision of their own future
- > will be supported in attaining what is important for their future
- > will receive culturally responsive services
- > will have the knowledge and skills to transition smoothly into the teenage years

COMPETENCIES

Key Responsibilities	Performance Standards
Therapy Services (Speech Language Therapy) Delivery	<ul style="list-style-type: none"> > Demonstrates therapeutic services that are relevant and within agreed time deliverables to the child experiencing disability and their family > Assessment of children in the most appropriate environment using appropriate assessment tools / procedures and working within a multidisciplinary team. > Can demonstrate and support the parent and their identified support relationships to deliver home based therapeutic programmes
Reporting, documentation and administration	<ul style="list-style-type: none"> > Undertakes reporting, documentation and administrative responsibilities as required. > Prepares reports, written assessments and standard reports that are accurate and on-time. > Effectively uses technology; captures necessary data as defined by TWK.
Resources and Linkages	<ul style="list-style-type: none"> > Works with families to identify resource needs and obtains child and family resources in support of the family's vision and plan

CORE COMPETENCIES

Competency	Definition
Organisation Vision, Mission, Purpose, Models and Documents that inform our service	<ul style="list-style-type: none"> > Demonstrates a working knowledge and commitment to the vision, mission and purpose of community-based child development services > Demonstrates a deep understanding and an ability to work in accordance to the models and documents that inform the service.
Diversity sensitivity	<ul style="list-style-type: none"> > Understanding of cultural sensitivity and responsiveness to Maori considering the principles of the Treaty of Waitangi; and pacific peoples and other cultures; dealing with people from a range of diverse backgrounds.

Teamwork and Culture	<ul style="list-style-type: none"> > Ability to build a constructive and affirmative team culture > Actively uses organisational reporting requirements > Negotiates and contributes to agreed time deliverables in intra-team services > Shares knowledge and information and contributes to professional team meetings. > Supports all members of the team to contribute.
Communication	<ul style="list-style-type: none"> > Demonstrates effectively (e.g. verbally, in writing, when listening, using non-verbal communication, and using disability specific methods) with a wide range of people both internally and externally. > Pronounces Maori names and words correctly and asks when unsure. > Demonstrates a responsive, appreciative and open communication style in all interactions > Provides specific feedback when required
Relationships with children experiencing disability and their parents	<ul style="list-style-type: none"> > Demonstrates an in-depth knowledge and understanding of children experiencing disability and their families. > Demonstrates professional competence in supporting families of children experiencing disability in understanding and appreciating their needs and expectations "as spoken" by the families, and effectively assists with problem-solving and decision-making. > Able to effectively and responsively manage sensitive and serious matters, respecting and appreciating diversity and confidentiality
Negotiating service expectations	<ul style="list-style-type: none"> > Understands scope of service offerings and can negotiate within boundaries > Negotiates and agrees clear expectations of children and families > Seeks and provides feedback to children experiencing disability and families in regard to their contribution
Supports and affirms parents and families' learning	<ul style="list-style-type: none"> > Supports and values children's and families' learning wherever possible. > Facilitates opportunities between parents to share learnings with children and parents. > Works developmentally with children experiencing disability and families to grow and expand capability and capacity to pursue an ordinary life.
Personal and Professional Accountability	<ul style="list-style-type: none"> > Maintains a professional code of ethics relevant to their discipline > Meets all relevant legislative and quality standards, policies & procedures to the role. > Fulfils the requirements of Te Whānau Kotahi's risk management policies and procedures.

Initiative & Problem Solving:

- > Demonstrates appropriate levels of initiative by thinking outside the box and providing appropriate suggestions or implementing changes as appropriate to job level.
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RELEVANT TRAINING AND EXPERIENCE

Qualifications**Definition****Speech Language Therapy Degree**

- > Degree In Speech Language Therapy
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- > Registration with NZ based Association
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- > Current Practising Certificate
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- > Current driver's licence
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Desirable Experience, skills and qualities**Definition**

Speech Language Therapist

- > Minimum 2 years post-graduate Speech Language Therapy - preferable paediatric experience.
 - > Demonstrates knowledge and skills equivalent to discipline in line with stated qualification and/or experience.
 - > Meets professional code of ethics where appropriate.
 - > Participates in professional supervision as required
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Working with Children and their Families

- > Ability to work in partnership with children experiencing disability and their families
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Multi-disciplinary team

- > Ability to work within a multi-disciplinary collaborative team
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AGREED BY:

(Job Holder's signature)

(General Manager's signature)

Date

This job description is intended to outline the principal duties and responsibilities of this role. However, this in no way limits the requirement to act at all times to support Te Whānau Kotahi. As such the incumbent may be required to take on tasks outside of the scope of this role.