## Position Description

<table>
<thead>
<tr>
<th>Position title</th>
<th>Speech Pathologist</th>
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<tbody>
<tr>
<td>Program/Unit</td>
<td>MacKillop Education</td>
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<tr>
<td>Term</td>
<td>0.5 EFT, ongoing position.</td>
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<tr>
<td>Classification</td>
<td>VCEMA Award</td>
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<td>Position reports to</td>
<td>Education and Wellbeing Coordinator</td>
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### Organisational context

**Established** in 1997 MacKillop Family Services (MacKillop) continues the child and family welfare ministries of the Christian Brothers (Oceania), the Sisters of Mercy (Melbourne) and the Sisters of St. Joseph (Victoria) in Western Sydney, Wollongong, NSW South Coast, Melbourne, Geelong, Warrnambool and Perth.

Programs include Home Based and Residential Care, Disability Services, Youth Support, Education and Training, Family Support and support of women and men who as children were in the care of our founding agencies.

MacKillop Family Services involves a staff of some 1000 personnel and nearly 500 volunteers. Operating out of more than 30 sites our budget expenditure is $100 million.

MacKillop acknowledges the important work of the Royal Commission into Institutional Responses to Child Sexual Abuse in promoting child safe policies and practices to better protect children. MacKillop is committed to promoting and protecting the best interests of children involved in its programs. MacKillop believes that all children have equal rights to protection from abuse and has a zero tolerance for child abuse, neglect and exploitation. The protection of children is a shared responsibility between MacKillop, all employees, workers, contractors, associates, and members of the MacKillop community.

MacKillop Family Services has embarked upon a journey of change through its adoption of the Sanctuary Model. The Sanctuary model is underpinned by the commitments of: Nonviolence, Emotional Intelligence, Social Learning, Open Communication, Social Responsibility, Democracy, Growth and Change.

The Sanctuary Model is a blueprint for clinical and organisational change which, at its core, promotes safety and recovery from adversity through the active creation of a trauma-informed community. A recognition that adversity is pervasive in the experience of human beings forms the basis for the Sanctuary Model’s focus not only on the people who seek services, but equally on the people and systems who provide those services.

MacKillop acknowledges the Traditional Custodians and their Elders in each of the communities where we work, affirms the significant place and identity Aboriginal and Torres Strait Islanders hold as First Australians, values and celebrates the strength of Aboriginal and Torres Strait Islander Culture and actively commits itself to the truth telling, justice and healing that is required for reconciliation.
Our vision

All children, young people and families are safe, thriving and connected to culture and community. MacKillop Family Services will care compassionately, respond large-heartedly and advocate courageously.

Our values

**Justice:** We believe in the right of all people, regardless of belief or culture, to be treated justly and fairly;

**Hope:** We commit to creating an atmosphere of hope where people find meaning in their experiences and relationship;

**Collaboration:** We commit to working in a collaborative spirit through cooperation, coordination, and partnership;

**Compassion:** We commit to creating an attitude of openness to others and to their circumstances; and

**Respect:** We seek to listen and learn from each other and to build relationships with respect.

MacKillop Education Services

The central goal of MacKillop Family Services is to support, to foster hope and to promote justice for children, young people and their families, particularly those who experience distress, disadvantage and abuse. Education is central to that goal.

Children in Out-of-Home Care are a high priority client group of MacKillop Education Services as are adolescents at risk of leaving school without vocational skills. MacKillop Education Services currently provides education support, to these young people, through outreach programs from three sites: Geelong, Maidstone, and Warrnambool. We offer education support through our Chidren in Residential Care Programs (CIRC) and the Western Education Support Team Program (WEST).

Our schools in Geelong (Foundation – VCAL), Maidstone (Years 3-6), Caulfield (Foundation - Year 10), cater for students who are disengaged, or at risk of disengaging, from education. The education programs provide flexible learning pathways and they equip students with the skills to either remain at MacKillop School, re-enter mainstream school or, for senior students, to take up employment or further education options, including traineeships and apprenticeships.

The XTend Program in Geelong caters for young people aged 12 to 17 who are engaged with mental health services and/or child protection.

Position purpose

The Speech Therapist provides high level support, addressing the speech therapy needs of individuals and groups of students and, in particular, students with disabilities. The Speech Therapist works closely with the Student Wellbeing team. The successful candidate will be required to demonstrate evidence of an appropriate speech pathologist qualification and be a current member of Speech Pathology, Australia.
Primary objectives

The primary objectives of this position are:

- to improve education outcomes for children and young people who have complex and diverse needs
- provide professional advice and support to children, families and staff
- communicate effectively with a range of different people
- report to and provide advice and recommendations to the Leadership Team

Key result areas and responsibilities

The Speech pathologist will:

- assess student’s language proficiency and prepare professional reports to support funding submissions
- co-ordinate language testing for students who have an identified need in speech
- lead the Language Support Program – A small group withdrawal program for students with diagnosed speech issues. This includes preparation of curriculum materials, and formal reports for parents and carers.
- provide speech therapy to individual students, or small groups of students, as required
- contribute to the collaborative work and functioning of the Wellbeing Team
- provide leadership in initiating service improvement
- maintain detailed note and records relevant to the program
- perform other duties appropriate to the classification, as requested, to assist in the effective delivery of services
- attend meetings, as required, and be an active member of the staff team
- constructively participate in supervision
- participate in appropriate professional development opportunities and annual performance reviews
- contribute to the development of MacKillop Education
- maintain a safe and tidy work environment to OH&S standards
Key selection criteria

The incumbent will have:

- a knowledge and understanding of Aboriginal culture and values and an awareness of the current issues faced by Aboriginal children, young people and their families
- appropriate qualifications as a Speech Pathologist and experience working with children with disabilities
- experience working with children and young people who are disengaged or at risk of disengaging from education and a sound understanding of how trauma impacts on learning
- excellent communication skills and excellent interpersonal skills, with a demonstrated capacity to work collaboratively with others and exercise influence in a diversity of contexts.
- ability to work independently, to take initiative and a capacity for effective decision-making
- a demonstrated ability to manage and prioritise a range of tasks, plan workloads and work to deadlines
- an understanding and commitment to the objectives and values of the organisation and a capacity to represent MacKillop views as required by the role.

Other information

The incumbent is required to:

- Sign and actively abide by MacKillop's Code of Conduct.
- Observe and actively support MacKillop's OH&S policy and strategy.
- Attend mandatory and other training as required.
- Participate in and promote continuous quality improvement processes.
- Promote an environment that is culturally safe and strengths focussed.
- Abide by principles and commitments of the Sanctuary Framework.

The incumbent must possess a:

- Valid and current Victorian Driver's Licence.
- Valid and current Working with Children Check
- Bachelor of Speech Pathology Australia
- Satisfactory criminal history check conducted by MacKillop Family Services.

**Approval**

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<thead>
<tr>
<th>Approver's full name:</th>
<th>Anne Henderson</th>
<th>Date:</th>
<th>September 2020</th>
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<tbody>
<tr>
<td>Approver's position title:</td>
<td>Executive Principal</td>
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<td>Incumbent's full name:</td>
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<td>Incumbent’s signature:</td>
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MacKillop Family Services acknowledges Aboriginal and Torres Strait Islander people as Australia’s First Peoples and as the Traditional Owners and Custodians of the land on which we live, work and play. We pay our deep respects to Elders past and present and acknowledge all Aboriginal children, young people, families and staff who are a part of MacKillop Family Services.