

## Role Description

# Principal Advisor, Speech Language Pathology

### Inclusion and Diversity

We all have a role in making our workplace one that embraces and values diverse backgrounds, perspectives and life experiences, creating a workplace where [we all belong](#).

Reasonable adjustments may be discussed with your manager, approved and documented to support and promote human rights and diversity across the workforce.



Job Evaluation No. **24567** Content Manager No. **24/112224**

Work Unit **Nominated Unit**  
**Nominated Branch**  
**School and Student Support Division**

Location **Nominated Region/Brisbane**

Classification **HP5 Department of Education Certified Agreement 2022, Queensland Public Service Officers and Other Employees Award – State 2015**  
**38 hour week**

Job Type **Permanent / Temporary / Full-time / Part-time**  
**Temporary period until XXXX unless otherwise determined**

Salary Range **per annum**  
Salary is reflective of full-time employment (1.0FTE)

*Plus superannuation contributions of up to 12.75% of your annual salary.*

### Your employer

The Department of Education (DoE) is committed to delivering responsive services focused on equity and excellence to Queenslanders and their communities. We promote equity and excellence by our commitment to respect, protect and promote human rights. Our objectives are: a strong start for all children, every student realising their potential, capable people delivering our vision. Our vision is one of equity and excellence in a progressive, high performing education system that realises the potential of every student.

For more information about the department, please visit our website at [www.qed.qld.gov.au](http://www.qed.qld.gov.au)

### Your opportunity

As the Principal Advisor, Speech Language Pathology, you will:

- Provide strategic advice on policy development and implementation and needs-based resourcing related to speech language pathology services within the region/professional area.
- Significantly contribute to the development of statewide programs, policies, operational standards and procedures to support speech language pathology services across the state.

The Principal Advisor, Speech Language Pathology reports to the Director, Nominated Unit, Nominated Branch, School and Student Support Division.

### Your role

Responsibilities include:

- Provide leadership and professional supervision to speech language pathologists at a regional level, in collaboration with regional and school management, in the delivery of safe, high quality effective services.
- Direct and support speech language pathologists and school management teams in assessing speech language pathology requirements and identifying appropriate speech language pathology responses and interventions to support curriculum delivery and students with speech language communication difficulties.
- Provide high level expert advice to inform strategic decision making in the development of policies, systems and practices related to the delivery and continuous improvement of speech language pathology services.
- Provide strategic advice to the Director to inform strategic decision making on state-wide speech language pathology service provision which enables the achievement of the department's Strategic Plan.



- Determine resource allocations, manage staff and resources, formulate policy initiatives, and develop corporate strategies, in collaboration with the Director, Therapies and Nursing.
- Oversee the research, development, implementation and evaluation of validated clinical practices, policies and protocols relating to the practice of speech language pathology across the region/professional area.
- Monitor and report on performance across speech language pathology services within the region/professional area, and collaborate with the Director to develop processes for, and monitor and report on, performance across the State.
- Plan and provide clinical supervision to speech language pathologists.
- Provide expert advice on, and lead aspects of, research, development, maintenance, review and implementation of operational standards, procedures and programs to support speech language pathology services across the state.
- Identify professional development needs and proactively plan, implement and evaluate training and development initiatives for speech language pathologists.
- Provide expert advice, as a member of the management team, on the speech language pathology strategic direction and service priorities for the region/branch and contribute to the strategic direction and priorities for the state.
- Collaborate with the Regional Director/Director and leadership team in schools to interpret data and determine needs-based resourcing and models for delivery of speech language pathology services.
- Promote system wide speech language therapy services, processes and resources to support students with disability and lead teams and projects as required to achieve the department's Strategic Plan.
- Maintain effective communication and collaboration networks with state schools within the region and with other regions, and with other relevant agencies and stakeholders such as other government departments and relevant professional bodies to achieve positive educational outcomes.
- Collaborate with Principal Advisors and Senior Physiotherapists, Occupational Therapists and Speech Language Pathologists across all therapy streams to identify and respond to common issues impacting therapy services in education.
- Prepare and present significant papers and reports relating to the department's speech language pathology services internally and in external forums as required.
- Represent the department on committees and associations, and in negotiations at a variety of forums on issues relating to speech language pathology, including with interdepartmental committees, service providers, professional associations, educational and tertiary institutions and community representatives.
- Respond to service complaints in collaboration with regional managers and school principals.

**Other responsibilities (as required)**

- Other suitable duties, consistent with the duties and responsibilities of the position as directed by the supervisor or nominated delegate.

**A mandatory requirement of this role is:**

- A relevant degree in Speech Pathology from a recognised tertiary institution or qualifications which, in the opinion of the Director-General, Department of Education or delegate are acceptable and eligibility for certified practising membership of Speech Pathology Australia.

**Leadership Competencies**

[Leadership Competencies for Queensland](#) describes what highly effective, everyday leadership looks like in the public sector. In simple, action-oriented language, it provides a common understanding of the foundations for success across all of our roles within the department.

**Vision:**

- Leads strategically – thinks critically and acts on the broader purpose of the system.
- Stimulates ideas and innovation – gathers insights and embraces new ideas and innovation to inform future practice.
- Leads change in complex environments – embraces change and leads with focus and optimism in an environment of complexity and ambiguity.
- Makes insightful decisions – makes considered, ethical and courageous decisions based on insight into the broader context.

**Results:**

- Develops and mobilises talent – strengthens and mobilises the unique talents and capabilities of the workforce
- Builds enduring relationships – builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.
- Inspires others – inspires others by driving clarity, engagement and a sense of purpose.
- Drives accountability and outcomes – demonstrates accountability for the execution and quality of results through professionalism persistence and transparency.

**Accountability:**

- Fosters healthy and inclusive workplaces – fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritised.
- Pursues continuous growth – pursues opportunities for growth through agile learning and development of self-awareness.
- Demonstrates sound governance – maintains a high standard of practice through governance and risk management.

**Additional information**

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- This role description works in conjunction with the Candidate Information Package.