

## Role Description

# Senior 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.

20540

Content

Manager No.

20/402107

Work Unit

**Nominated Region**

**Early Childhood and State Schools Division**

Location

**Various locations throughout the State**

Classification

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

### Your employer

The Department of Education (DoE) is committed to giving all children a great start, engaging young people in learning, creating safe and inclusive workplaces and investing in communities for a stronger Queensland.

Our human rights commitment is to create a stronger, fairer Queensland by respecting, protecting and promoting human rights in everything we do. Our objectives are: A great start for all children, Every student succeeding, Building Queensland communities, Safe and capable people delivering our vision, Fair and safe workplaces and communities. 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 Senior Advisor, Speech Language Pathology, you will:

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

The Senior Advisor reports to the Regional Director, or delegate, and seek advice from the Principal Advisor, Therapies and Nursing on complex clinical matters as required.

### Your role

Appointments in the public sector are merit-based and will be assessed by looking at what you have done previously—the knowledge, skills and experience you have built, your potential for development, and your personal qualities.

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 within the region.



- Provide strategic advice to the Principal Advisor, Therapies and Nursing to inform strategic decision making on state-wide speech language pathology service provision which enables the achievement of the department's Strategic Plan.
- 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.
- Monitor and report on performance across speech language pathology services within the region, and collaborate with the Principal Advisor, Therapies and Nursing 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 to support career progression and clinical advancement schemes.
- Provide expert advice, as a member of the regional management team, on the speech language pathology strategic direction and service priorities for the region and contribute to the strategic direction and priorities for the state.
- Collaborate with the Regional 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 Senior 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.

### **Competencies – How you may be assessed**

[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.