



POSITION DESCRIPTION

Title: Listening and Spoken Language Specialist (New Graduate)

Employment Type	Permanent (full time)
Location	Sunshine Coast, Brisbane
Reports to	Team Leader - Listening and Spoken Language
Internal relationships	Clinical Teams, Business Support Team
External relationships	Clients, other professionals

About Hear and Say

Hear and Say has been a world-leading expert in hearing technology and listening and spoken language therapy for almost 30 years. Working in our five centres across Queensland and throughout the globe, we are dedicated to opening worlds for all people with hearing loss. Our team empowers individuals to live life connected with their friends, family and community. We shape our work around the latest research and technology to best support the needs of children and adults impacted by hearing loss and other sensory concerns. Together with families and health professionals, our inter-disciplinary Early Intervention program strives to give children the gifts of listening, hearing and speaking so they are not limited by hearing loss and can reach milestones at the same time as their hearing peers. We encourage early identification of hearing loss by supporting screening through our newborn and school programs, as well as provide evidence-based training for health and education professionals and parents. The work we do is underpinned by our values and relies on the generous support of our networks, government and philanthropic partners to create impactful and sustainable change. Our five core values underpin our behaviour:

Exploration

Community

Collaboration

Integrity

Joy

Purpose of the role

The purpose of this position is to manage a clinical case load and provide the Hear and Say Listening and Spoken Language (LSL) Therapy program to families of children who are deaf or hearing impaired.

Key responsibilities

General responsibilities:

- To undertake initial training, including observation of Listening and Spoken Language Therapy lessons, whilst commencing responsibility for own caseload (under mentoring and supervision).
- To implement a Listening and Spoken Language Therapy program for each child on caseload.
- To undertake ongoing professional development and mentoring and work towards Listening and Spoken Language Specialist Certified Auditory-Verbal Therapist (LSSL Cert AVT).
- To integrate learned skills and work within the multidisciplinary clinical team.
- To adhere to the philosophy and Policy and Procedures of Hear and Say.
- To work with administration and funding staff as required.

LLS Program responsibilities:

- To provide Listening and Spoken Language Therapy, adhering to the 10 Principles of Auditory-Verbal Practice to the individual child and parent/caregiver on a regular ongoing basis, to administer standardised assessments and to conference with parents to set agreed outcomes.
- To acknowledge and provide for the individual needs of each child and family.
- To prepare an Individual Education Plan for each child at least every 6 months.
- To prepare an Individual Family Service Plan once a year.
- To work as part of the Hear and Say Clinical Team.
- To attend relevant staff meetings, professional development offerings, in-service days, and parent education events.
- To maintain all necessary records.
- To coordinate group programs as allocated.
- To provide consultation and support to professionals at Childcare, Kindergarten, Prep and School settings accessed by the children on caseload.
- To advise families of appropriate Childcare, Kindergarten, Prep and School options.
- To liaise with associated professionals including external allied health and education professionals.
- To participate in research projects as assigned by the Head of LSL.
- To perform additional tasks as directed by Management.
- To maintain a high standard of health and safety within the Centre.

Hearing Implant Program responsibilities:

- To provide feedback to Audiology staff regarding pre-implant hearing aid trials.
- To conduct pre-operative speech and language assessments.
- To be present at the final team meeting regarding hearing implant candidacy.
- To provide pre-operative counselling and education for the family.
- To assist with "switch-on" of the child's hearing implant (as required).

- To conduct post-operative speech and language assessments in line with the assessment protocol.
- To provide a Listening and Spoken Language Therapy program for each child pre- and post-implant.
- To liaise with relevant professionals as appropriate to the management of children who have hearing implants.

Basis for selection

The following selection criteria are required to successfully do the job:

- Are working towards completing tertiary qualification in Speech Pathology or as a Teacher of the Deaf with an appreciation of paediatric hearing impairment.
- A professional but family focused approach, with demonstrated ability to liaise effectively with a diverse range of people as well as have a very good rapport with children.
- Demonstrated ability to build relationships and garner continuing support to further broaden the base of external stakeholder engagement and influence to further promote Hear and Say.
- Experience in working flexibly within a variety of service delivery models (including telepractice) and in a multi-disciplinary environment.
- Strong report writing and data collection skills with a commitment to evidence-based practice principles.
- Proficient and comfortable in using iPads, Zoom and new technologies as well as an intermediate skill level in the Microsoft suite, including Word, Excel and PowerPoint.
- Very good time management and organisational skills.
- Highly motivated with sound interpersonal and communication skills so has the ability to work effectively in a team or independently.
- Availability to travel and current drivers licence required.

Key Performance Indicators

Key performance indicators link into our core values of: exploration, community, collaboration, integrity, and joy will be periodically negotiated and agreed in probation meetings and via the performance coaching program.

- Completion of specialist Auditory-Verbal Therapy training modules and required assessments within 6 months of employment;
- Completes the required number of appointments and related case management for the equivalent of a full clinical week (or as pro rata for part-time);
- For individual caseload, facilitates appropriate monitoring of child progress as per Hear and Say benchmarks;
- Demonstrates 4-10 hours of Mentoring in adherence to the AG Bell LSL Cert. AVT Training Module requirements each quarter; and
- Completes 80% of LSL Team QA requirements within specified timeframes for each child enrolled in the Early Intervention Program.

Employment screening

Eligibility to clear probity checks including criminal history and working with children check (Blue Card).

Acknowledgement

I have received a copy of the role description and I have read and understand its contents.

Employee name	
Employee signature	
Date	