

Job Description



Position Title	Speech Pathologist	Level	B
Reports to (role)	Clinical Lead, Speech Pathology	Career Stream	Professional
Team	CliniKids		
Location	The Kids Research Institute Australia, 100 Roberts Road, Subiaco WA 6008		

PURPOSE OF POSITION

The Speech Pathologist is responsible for the delivery of high-quality comprehensive, evidence-based services to children with autism or developmental delay (<9years) that integrate research into practice.

KEY RESPONSIBILITIES

Key Responsibilities	Tasks required to achieve Key Responsibilities	Measures
Quality Therapy Services - Speech Pathology	• Provide evidence-based Speech Pathology interventions for children with autism and their families, promoting each child's participation and independence. • Provide individualised collaborative clinical support to all clients. • Provide manualised interventions as selected by CliniKids (e.g., PACT, SCERTS.) • Liaise with other clinic professional staff to manage complex cases. • Engage in regular professional reflection and learning.	• Contribution and engagement during team meetings and supervision sessions. • Feedback from stakeholders. • Review of Therapeutic Support Plans. • Meets funder reporting expectations. • Liaises with all relevant stakeholders.
Professional Development and Continuous Improvement	• Keep up-to-date with current autism research related to diagnosis and intervention. • Undertake certification in diagnostic tools or therapy approaches as required. • Undertake appropriate professional development activities in line with personal and professional development needs.	• Professional development activities undertaken. • Contributions to journal clubs, interest groups and conferences. • Participates and shares knowledge at team meetings.

	Participate in clinical supervision and peer supervision.	Logs professional development activities.
Governance and compliance	- Remain current with all professional and practice regulation standards. - Comply with appropriate standards and reporting requirements for Medicare, NDIS and other funders. - Remain current with compliance requirements for any manualised therapies where required. - Comply with professional and practice management standards using approved systems. - Comply with all internal clinical governance requirements and documentation standards. - Comply with all safeguarding and duty of care obligation in line with policy and procedure. - Take all measures to ensure the safety of clients.	- Completion of NDIS accreditation and compliance training. - Is in good standing with own professional body - Complies with internal expected practices. - Meet funder report timeliness. - Meets own productivity targets - Meets clinical process and documentation standards.
Knowledge translation	- Client and family education, liaison, and involvement of all stakeholders. - Contribute to improvements in clinical practice standards in collaboration with the clinical and research teams. - Community education regarding best practise in autism.	- Contribution to improvement ideas and solutions. - Inform families and other stakeholders of best practice in autism. - Shares knowledge within the team or delivers workshops as appropriate.
Stakeholder Engagement	- Participate in Institute forums and events. - Participate in forums and activities of the Autism team. - Support Autism team research initiatives as required. - Support a collaborative, innovative and values-based culture that recognises individual differences and understands that others may work in different ways. - Share clinical knowledge and expertise with team. - Engage client, family and other community settings in the development and delivery of clinical services – including goal setting and strategies.	- Productive and positive professional relationships with internal and external stakeholders. - Formal and informal feedback from internal and external stakeholders. - Successful engagement of collaborators. - Research project participation if appropriate. - Evidence of joint goal setting and evaluation. - Participation in clinical supervision and discussion.

Workplace Safety	• Take reasonable care for your own safety and health and avoid harming the safety and health of others through any act or omission at work. • Identify and assess workplace hazards and apply hazard controls. • Report every workplace injury, illness or near miss, no matter how insignificant they seem. • Abide by Institute policies and procedures.	• Responsibilities are embedded in work practices. • Hazards are effectively managed or reported. • Accidents and incidents are reported in a timely manner. • All applicable safety policies and procedures are sought.
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ESSENTIAL CRITERIA

Qualifications:	Registration as a 'Practising Member' of SPA.
Essential Skills, Knowledge & Experience:	• Eligible for a Medicare provider number. • Eligible provider for NDIS services. • Minimum two (2) years clinical experience providing intervention to pre-school and school-aged children with autism or developmental delay. • Strong clinical skills in the assessment and therapy/intervention with pre-school and school-aged children with autism or developmental delay. • A sound understanding of a range of evidenced-based autism and speech therapy interventions. • Highly developed interpersonal skills appropriate to establish and maintain effective relationships with colleagues, clients, families and the wider community. • Outstanding written communication skills with strong attention to detail and ability to translate technical concepts or research findings into appropriate language. • Excellent organisational skills, with flexibility and ability to set priorities and meet deadlines under pressure. • Ability to work effectively as part of a multi-disciplinary team. • A commitment to ongoing professional development.

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Approved by:	Senior Program Manager, Clinikids
Date approved:	18 th September 2026
Reviewed by P&C:	18 th September 2026

Job Description



Position Title	Senior Speech Pathologist	Level	B
Reports to (role)	Clinical Lead, Speech Pathology	Career Stream	Professional
Team	CliniKids		
Location	The Kids Research Institute Australia, 100 Roberts Road, Subiaco, WA 6008		

PURPOSE OF POSITION

The Senior Speech Pathologist is responsible for the delivery of high-quality clinical services to children with autism or developmental delay (<9) that integrates research into practice, as well as the development and dissemination of up-to-date research in the clinical field. This role works closely with the clinical services manager to identify gaps in clinical practice and to develop and disseminate resources to inform and support the team and the community in the area of evidence-based practice in autism and developmental delay.

KEY RESPONSIBILITIES

Key Responsibilities	Tasks required to achieve Key Responsibilities	Measures
Quality Therapy Services - Speech Pathology	• Provide evidence-based Speech Pathology interventions for children with autism and their families, promoting each child's participation and independence. • An understanding of evidenced based interventions in autism and familiarity with the National Guidelines for supporting the learning, participation, and well-being of autistic children and their families in Australia. • Provide individualised collaborative clinical support to all clients. • Provide manualised interventions as selected by CliniKids (e.g., PACT, SCERTS). • Liaise with other clinic professional staff to manage complex cases. • Engage in regular professional reflection and learning. • Provide training to others in manualised interventions as selected by CliniKids. • Demonstrate flexibility and innovation in clinical practice.	• Contribution and engagement during team meetings and supervision sessions. • Feedback from stakeholders. • Therapy outcomes. • Review of Therapeutic Support Plans. • Meets funder reporting expectations. • Liaises with all relevant stakeholders.
Leadership	• Foster a culture of transparent, effective, timely and appropriate internal and external communication.	• Regarded by the team as a leader.

	• Be a role model for effective and positive leadership which is ethical, results driven and future oriented. • Hold others in the team accountable to their responsibilities and results. • Support the professional development of staff through coaching, mentoring, training and collaboration opportunities. • Identify and contribute to service improvement initiatives as required. • Identify and support training needs of the team and individuals in the team.	• Staff feel supported and engaged. • Leads or facilitates learning in team meetings, peer supervision or individual supervision. • Supports the development of GPS.
Clinical Supervision	• Deliver clinical supervision in line with all processes, quality, and documentation. • Provide hands on clinical support for complex cases for specialised interventions and services. • Provide discipline specific supervision and support to placement students. • Support interpretation of research into clinical practice. • Support supervisees to identify and manage clinical risk factors. • Have a thorough understanding of supervisee's skills profile. • Monitor performance and quality of services provided by supervisees.	• Direct reports adhere to supervision and performance requirements. • Direct reports deliver best practice clinical services. • Evidence of individualised clinical support. • Facilitates peer supervision sessions. • Audits clinical service standards. • Direct reports follow clinical processes
Professional Development and Continuous Improvement	• Keep up to date with current autism research related to diagnosis and intervention. • Undertake certification in diagnostic tools or therapy approaches as required. • Undertake appropriate professional development activities in line with personal and professional development needs. • Participate in clinical supervision and peer supervision for own practice.	• Professional development activities undertaken. • Contributions journal clubs, interest groups, conferences. • Participates and shares knowledge at team meetings. • Logs professional development activities.
Governance and compliance	• Remain current with all professional and practice regulation standards. • Remain current with compliance requirements for any manualised therapies where required. • Comply with appropriate standards and reporting requirements for Medicare, NDIS and other funders. • Comply with professional and practice management standards using approved systems. • Comply with all internal clinical governance requirements and documentation standards.	• Completion of NDIS accreditation and compliance training. • Is in good standing with own professional body. • Complies with internal expected practices. • Complies with external specific manualised therapies requirements. • Meet funder report timeliness.

	- Oversees and supports supervisees' compliance in their practice. - Informs clinical lead of any clinical risk factors. - Works with CSOs to meet productivity targets. - Comply with all safeguarding and duty of care obligation in line with policy and procedure. - Take all measures to ensure the safety of clients.	- Meets own productivity targets. - Meets clinical process and documentation standards.
Knowledge translation	- Client and family education, liaison and involvement. - Identification and, where deemed appropriate, contribute to the development of evidence based clinical programs. - Community education regarding best practise in autism. - Attend interest groups for professional development support as appropriate. - Provide training to professionals in manualised interventions as selected by CliniKids.	- Dissemination of information into the community. - Development of programs designed to meet clinical needs where appropriate. - Evidence of contribution to blogs, newsletters and other relevant publications. - Attendance at community events such as seminars and conferences as appropriate. - Delivers workshops as required.
Stakeholder Engagement	- Participate in Institute forums and events. - Participate in forums and activities of the Autism team. - Support Autism team research initiatives. - Liaise with the CliniKids team and external stakeholders.	- Productive and positive professional relationships. - Formal and informal feedback from internal and external stakeholders. - Research project participation.
Workplace Safety	- Take reasonable care for your own safety and health and avoid harming the safety and health of others through any act or omission at work. - Identify and assess workplace hazards and apply hazard controls. - Report every workplace injury, illness or near miss, no matter how insignificant they seem. - Abide by The Kids Institute policies and procedures.	- Responsibilities are embedded in work practices. - Hazards are effectively managed or reported. - Accidents and incidents are reported in a timely manner. - All applicable safety policies and procedures are sought, understood and implemented.

ESSENTIAL CRITERIA

Qualifications:	Registration as a 'Practising Member' of SPA
Essential Skills, Knowledge & Experience:	• A sound understanding of a range of evidenced based autism interventions. • Eligible for a Medicare provider number. • Eligible as a provider for NDIS services • Strong clinical skills in the assessment, and therapy/intervention for pre-school children with autism. • Highly developed interpersonal skills appropriate to establish and maintain effective relationships with colleagues, clients, families, and the wider community. • Outstanding written communication skills with strong attention to detail and ability to translate technical concepts or research findings into appropriate language. • Excellent time management and organizational skills. • An ability to work effectively as part of a multi-disciplinary team. • A commitment to ongoing professional development. • A strong work ethic with a flexible, collaborative team approach.
Desirable Skills, Knowledge & Experience:	• Minimum five (5) years clinical experience providing intervention to pre-school children with autism. • A working knowledge of the National Guidelines for supporting the learning, participation, and well-being of autistic children and their families in Australia • Experience working with NDIS plans and participants • Experience as a clinical supervisor

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