Job Description

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

PURPOSE OF POSITION

The Lead Speech Pathologist is responsible for leading the delivery of high-quality, evidence-based speech pathology services for children under nine years of age with autism and developmental delay. The role provides clinical leadership within the speech pathology discipline by integrating current research into practice, driving continuous improvement in service delivery, and promoting the development and dissemination of contemporary clinical knowledge. Working closely with the Clinical Services Manager, the Lead Speech Pathologist identifies gaps in clinical practice and leads the development of resources, frameworks, and professional learning initiatives that support clinicians, families, and the broader community in implementing best-practice approaches for 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.

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. • 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.	• 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. • 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.
Leadership	• Monitor the allocation and direct the resources within the team to ensure the achievement of deliverables articulated within applicable Work Plans and identified projects, whilst maintaining a high level of service for business as usual activities. • Maintain effective communication with direct reports to ensure advice provided and decisions made are well informed. • Hold direct reports accountable to their responsibilities and results. • Be a role model for effective and positive leadership which is ethical, inclusive, results driven and future-oriented. • Lead by example by demonstrating behaviours that are respectful, promote equity and inclusion for all and work towards eliminating direct or indirect forms of discrimination. • Foster a culture of transparent, effective, timely and appropriate internal and external communication. • Effectively manage change management processes, encouraging innovation, diversity and continuous improvement. • Support the professional development of staff through coaching, mentoring, training and collaboration opportunities.	• Staff understand and embrace organisational culture, directions, goals and client service ethos. • Staff are aware of their responsibilities and expectations in their roles. • Staff feel supported, engaged and safe to raise concerns.
Workplace Safety	• Ensure effective management, monitoring and awareness of the Institutes health and	• Employee Engagement surveys reflect our

	safety risks as well as support its regulatory and compliance obligations in accordance with WHS legislation. • Lead and champion behaviours the uphold the health and safety of all Institute people and operations. • Understand, anticipate and manage key HSW risks for all Institute activities in area of responsibility. • Facilitate work design, environments, systems and allocate resources to manage psychosocial hazards and promotes a safe, healthy and inclusive workplace.	commitment to health, safety and wellbeing outcomes. • Critical Risks and agreed actions pertaining to area of responsibility are understood and managed pro-actively. • Open and transparent reporting of health, safety and psychosocial incidents within area of responsibility.

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. • Competence in clinical supervision • 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 ten (10) 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

DIRECT REPORTS	Clinicians
Approved by:	Senior Program Manager, CliniKids
Date approved:	18th September 2026
Reviewed by P&C:	26th November 2026