

## POSITION DETAILS

<b>Title of Position:</b>	Senior Allied Health Professional
<b>Reports to:</b>	Lead Allied Health Professional
<b>Section:</b>	School Quality and Performance
<b>Team:</b>	Allied Health (CILAH) Program
<b>Number of Direct Reports:</b>	Nil
<b>Classification:</b>	Education Support Officer – Grade 6

## BROAD PURPOSE

Catholic Education South Australia (CESA) has embarked on a significant period of innovation and change to respond to opportunities emanating from the South Australia Commission for Catholic Schools (SACCS) strategy, Towards 2027: Expanding Horizons and Deepening Practices.

Catholic schools and the Catholic Education Office (CEO) work in partnership with families, children, and young people to give life to the Living, Learning, Leading Framework and to successfully position CESA as the leading education system and an employer of choice.

## POSITION OVERVIEW

Allied Health Professionals in the CILAH program focus on the providing interventions most likely to assist in reducing the challenges students with disability face with speech and language, behaviour and regulation, and mental health and wellbeing.

The Senior Allied Health Professional (AHP) position is for senior professionals in the occupational therapy, and speech pathology disciplines. The role independently applies professional knowledge and judgment when performing novel, complex, or critical tasks specific to their discipline.

The Senior AHP has high levels of specialist knowledge and skill in areas relevant to identifying and addressing the bio-psycho-social barriers to learning for students with disability. The role actively contributes to self-directed development of professional knowledge and skills in their discipline as it relates to the CILAH program. The Senior AHP performs across several recognised specialties within a discipline.

The Senior AHP demonstrates a commitment to continuing professional development and contributes to workplace education. The role is actively involved in quality improvement activities or research which contributes to the development of operational strategies, policy and practices under broad direction. The Senior AHP evaluates and analyses programs, guidelines, policies, and procedures that apply to their clinical/professional work. The role is required to contribute to the formal supervision of discipline-specific students and may be required to provide formal clinical supervision to other health professionals and paraprofessionals in their discipline.

The interventions provided by the Senior AHP include direct allied health services that support students to develop and enhance their skills and capabilities and indirect allied health services that facilitate parent involvement that support students with disability, grow the capability of teachers and education support officers (ESOs) to support students with disability, and contribute to more inclusive programs, and practices.

Success in this role is characterised by impactful delivery of direct and indirect interventions and progression in developing expertise in several recognised specialties within a discipline.

## SIGNIFICANT WORKING RELATIONSHIPS

- Manager Allied Health
- Lead Allied Health Professional
- Allied Health Professionals
- Allied Health Professionals

- Administration Staff
- Learning Diversity and Wellbeing Team
- School and System Improvement Team
- Teachers
- Director School Quality and Performance
- School Performance Leaders
- CILAH Key Contacts
- Education Support Officer

## KEY RESPONSIBILITIES

### OPERATIONAL & TECHNICAL

- Conduct and interpret discipline-specific assessments and evaluations to identify student needs, with the provision of feedback, recommendations and strategy implementation support
- Identify and apply evidence-based interventions, individually or to small groups of students with disability
- Develop program and interventions to be used by educators, other professionals and paraprofessionals
- Provide consultancy in the area of Speech Pathology within a CILAH team or professional network
- Develop, coordinate and deliver professional development for educators
- Deliver coaching to educators
- Work alongside School Leadership or Senior CILAH Professional to review and establish whole-of-school proactive, targeted and intensive practices in a multi-tiered approach
- Liaise and collaborate with teachers, education support officers, other professionals, agencies, and families to deliver holistic services
- Contribute to research, service development and ongoing evaluation of services
- Support with allocation of resources expenditure, ensuring targets are met, and optimal budget outcomes are achieved
- Support CILAH program leaders in the efficient, cost-effective and timely delivery of services

### BEHAVIOURAL

- Ability to provide clinical leadership within a multidisciplinary team
- Demonstrated ability to communicate effectively (verbally and written) and express complex ideas succinctly and logically
- High-level competence in negotiating and managing conflict with colleagues, family/carers, school staff, and relevant others
- Proven organisational skills to manage time and other resources effectively and efficiently, prioritise work, meet deadlines, problem-solve, and delegate appropriately
- Proven ability to work collaboratively with peers, clients, families/carers, other agencies and community services
- Ability to be flexible, adaptable and innovative in a changing workplace

## SELECTION CRITERIA

### QUALIFICATIONS:

- Relevant Tertiary Qualifications in Speech Pathology
- Registration/Certification with the relevant professional regulatory/oversight body: Speech Pathology Australia
- Have obtained or be working towards relevant clinical supervision qualifications

## KNOWLEDGE, SKILLS & EXPERIENCE

- Knowledge of the Mission, Values, and Commitment of Catholic Education South Australia
- High-level experience in discipline-specific assessment, intervention and intervention evaluation
- High-level experience in formulating individual case plans and case reports

- Advanced skills in design, implementing and evaluating discipline-specific procedures and interventions for individual students and groups
- Demonstrated experience and/or transferrable skills and knowledge in working with children and young people with a range of needs
- Demonstrated commitment to improve clinical and professional knowledge and skills
- Ability to provide clinical support and supervision to discipline-specific students, and AHP1 and AHP2 staff
- Ability to implement quality improvement practices
- Demonstrated ongoing commitment to improve clinical and professional learning knowledge and skills, timely completion of required training, and participate in professional (and other) reviews, as applicable

**OTHER CONDITIONS**

- Support CESA's Values:
  - *Openness to God's Spirit at work in our midst and living in Catholic faith.*
  - *Respect for the dignity of each person.*
  - *Commitment to processes of learning that's formative, challenging, engaging, life-long & life-wide.*
  - *Inclusivity of those at the edges.*
  - *Sensitivity, justice, and compassion.*
- CESA is committed to ensuring the safety, wellbeing and dignity of children and young people by complying with the National Catholic Safeguarding Standards. Good character screening and safeguarding training requirements apply to all positions. Among other things, you are required to maintain:
  - Appropriate clearances including a valid Working with Children Check (WWCC) clearance, a Catholic Clearance and clearance through the Catholic Education Office e-screening process.
  - Current certification in *Responding to Risk of Harm, Abuse and Neglect in Education & Care Settings*.
  - Undertake induction and ongoing training as directed.
- Always act in accordance with the CESA Code of Conduct and the Charter for Staff in Catholic Schools in South Australia.
- Comply with the Work Health & Safety management system and, as a worker, while at work, take reasonable care for their own health and safety.
  - Take reasonable care that actions or omissions do not adversely affect the health and safety of others.
  - Comply, in so far as they are reasonably able, with any reasonable instruction given by the employer.
  - Co-operate with any reasonable policy or procedure of the employer that is related to health and safety at the workplace that has been notified to workers

**NOTE:** Copies of the above listed qualifications/licences/certificates are required as evidence on appointment.