

Position Description

Speech Pathologist Clinical Educator

Classification:	Grade 4 Speech Pathologist
Business unit/department:	Infant Child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
Work location:	Austin Hospital ☒ Other Austin Health sites as required – on site
	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Employment type:	Fixed-Term Part-Time
Hours per week:	8 hours
Reports to:	ICYMHS Speech Pathology Discipline Lead and relevant Program Manager
Date:	August 2026

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The Austin Health (AH) Mental Health Speech Pathology Clinical Educator position will provide leadership and support for the Speech Pathology Graduates within the AH Graduate Program. Along with the SW, OT and Psychology Clinical educators, the role will work with current Speech Pathology Leadership and education/training structure across Austin to establish and coordinate the AH Graduate Program education, opportunities, and support.

This role will be responsible for liaising with other relevant stakeholders, Speech Pathology Graduate workforce learning and development needs, and providing leadership around training and education for the Allied Health Graduates.

Some travel across the Austin Health catchment will be required.

About the Directorate/Division/Department

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health campuses and in the community.

The Mental Health Division incorporates three program areas:

- Adult and Older Mental Health Services
- Infant, Child and Youth Mental Health Services and,
- Mental Health Specialty Services.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

About ICYMHS

The Child and Youth Mental Health Service (ICYMHS) sits within the Mental Health Division and provides tertiary mental health services to the north-eastern catchment of Melbourne (currently the local government areas of Banyule, Boroondara, Darebin, Nillumbik, Whittlesea, and Yarra). Young people eligible for the service are aged 0-25 years. Lived and Living Experience Workforce is also embedded with the ICYMHS Directorate.

Austin Health ICYMHS have two inpatient units (a child and an adolescent one), a Child and Family Centre called Booboop Narrkwarren Naggarra-Jarra-noun and a Youth Prevention and Recovery Centre (YPARC), along with a range of community teams.

The child and youth community teams work alongside specialist outreach teams, an ICYMHS Crisis Assessment & Treatment Service (CATS) and a triage team. The work is supported by specialist roles: - Infant and Child Specialists, Carer and Consumer Consultants, Alcohol & Other Drug Specialists, Aboriginal Mental Health Liaison Officers, a group program coordinator and an Autism Spectrum Disorder Assessment Program.

Position responsibilities

Key relationships:

Internal:

- Allied Health Discipline Seniors
- SW, OT and Psychology Clinical Educators
- Mental Health Nursing Education and Training Team
- Team Leaders/Managers
- Austin Health Allied Health Clinical Education Team

External:

- Existing Speech Pathology organisations in Victoria as appropriate
- Centre for Mental Health Learning,
- State-wide mental health training providers
- OTA and relevant Practice Groups
- Universities and undergraduate educators
- Other external training providers as appropriate

Role Specific:

In Collaboration with the Psychology, OT and SW Clinical educators:

- Conduct a program of work that identifies the workforce learning and development needs of the allied health graduates



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- Develop and sustain key relationships to enable ongoing success of the Allied health Graduate Program
- Contribute to the development of education and training programs for Allied Health Graduates in key areas such as MSE, Risk Ax, formulation and discipline specific assessments and interventions
- Develop resources that support the education and training element of the program
- Design, develop and implement a robust Orientation Program
- Ensure appropriate contemporary, learning and development strategies are implemented
- Develop a sound annual learning and development timetable for the AH Graduate Program
- Support the development of individual learning plans
- Establish success indicators and evaluate all training activities across the program
- Support wellbeing and resilience of Graduates through peer reflection and other support frameworks
- Support allied health graduates in preparation for other roles upon completion of the AH Graduate Program.

Other responsibilities:

- Provide regular reports and updates to relevant discipline committees
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Develop links with Academic programs to ensure curriculum and Research/Post Graduate study sector
- Develop a Competency Standards package aligned with national standards and professional specific workforce guidelines
- Demonstrated commitment to ongoing professional development and ethical practice

Selection criteria

Essential skills and experience:

- 10 years' post-graduation experience in clinical mental health
- Well-developed knowledge of the adult, child and adolescent mental health system
- Demonstrated experience in designing and delivering learning and development programs in Mental Health settings
- Knowledge of the Royal Commission into Victoria's Mental Health System Recommendations and commitment to the implementation of same
- An understanding of the policies and procedures associated with the public mental health services
- Demonstrated experience in a leadership role
- Able to competently perform in a position with a degree of autonomy and responsibility
- Ability to work flexibly in a complex large organisation and manage time effectively
- Demonstrated experience working with large and diverse groups of stakeholders
- Demonstrated skills and experience in professional (clinical) supervision



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- Displays a clear understanding of the principle of recovery orientated practice and its implementation within a clinical setting
- Demonstrated knowledge of recovery and collaborative clinical practice.
- Ability to work both independently and interdependently
- Display adaptability and flexibility to meet the changing operational needs of the business
- Highly developed written and oral communication skills
- Excellent interpersonal skills and the ability to work effectively in a team environment and collaborate with other disciplines
- A current driver's license

Desirable but not essential:

- Intermediate or higher information technology skills including use of Microsoft suite including of spreadsheet, word processing, presentation and database software and with audio-visual technology
- Ability to converse in a language other than English
- Excellent presentation and public speaking skills
- Familiarity with the use of video conference, webinar and other multimedia technologies as an aid to learning is an advantage
- Experience in Project Management/Project Coordination
- Ability to contribute to research and program evaluation
- Aboriginal and Torres Strait Islanders and/or those with experience in working with ACCHO and Aboriginal Communities and Families are highly encouraged to apply

Professional qualifications and registration requirements

- An accredited Degree or other qualifications approved for eligibility for membership of Speech Pathology Australia. (Vic.)

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).



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- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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