



Early intervention for  
children with disability

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## Job Summary

Are you looking for a *speech pathology* role in Northern and Western Sydney that offers you the opportunity to promote to best practices and use flexible service models to make a difference to children experiencing developmental delays or disability during their early years? Join EarlyEd and work alongside experienced *speech pathology* colleagues as part of a well-established early intervention team of allied health professionals and special educators. Practice Lead opportunities are available for speech pathologists with relevant experience in the sector and interest in leadership experience.

## Background

### ABOUT EARLYED

EarlyEd is able to be a dynamic and innovative organisation because it is specifically focused on providing services to children (including babies, toddlers, pre-schoolers and school aged children), their family and local community.

EarlyEd is committed to delivering services that reflect to best practice developments in the disability, allied health and early childhood intervention sectors and the roll out of the NDIS.

Services are offered locally primarily across Western and Northern Sydney. They are delivered based on the child's and families' needs at home, early childhood centres, schools, our EarlyEd centres and at community programs. Services are managed by a variety of funding options.

EarlyEd is fully operational under the National Disability Insurance Scheme (NDIS) but also attracts other funding including from other government sources.

EarlyEd was established over 40 years ago and has two main offices with centres across the Western and Northern Sydney areas. Staff have a base areas at Forestville and Kingswood which helps reduce travel time and builds local community connections.

## About the position

EarlyEd is looking for a full or part time speech pathologist to work in Northern and Western Sydney preferably with experience in delivering paediatric speech pathology services as well as community capacity building and training.

In this role, the paediatric speech pathologist will utilise their knowledge of paediatric speech pathology intervention, child development, family centred practice and inclusion to:

- provide transdisciplinary, family centred early childhood intervention which will facilitate the development of communication and social skills as well as monitor and promote safe eating, drinking and feeding.
- support the inclusion of children into community settings including early childhood settings, community activities and school

The role also includes collaborative assistive and augmentative technology selection, training, implementation and monitoring.

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Western Sydney    Northern Sydney  
(02) 9897 1511    (02) 9923 2727

[www.earlyed.com.au](http://www.earlyed.com.au)

ABN 42 096 307 200 CFN 10570

## EarlyEd's Transdisciplinary Services

EarlyEd is committed to delivering best-practice transdisciplinary services which involve a collaborative partnership with families and their EarlyEd team as they plan, implement and evaluate services. EarlyEd teams include special educators, speech pathologists, physiotherapists, occupational therapists, family support workers and program assistants.

Transdisciplinary practice is offered using a key worker and team around the child approach. Services are offered to families in ways that suit family and community agency needs while focusing on their child's developmental needs. This usually means a child is supported through a combination of:

- individual sessions – centre or home visits
- early childhood school setting visits
- community services support (e.g. playgroups and sporting clubs)
- small group sessions (centre based, regularly offered each term such as Early Learners Groups, Transition to School Sessions, Baby group, SportEd)
- coaching and training workshops for parents and community services

### *PROFESSIONAL DEVELOPMENT and SUPPORT:*

This organisation is committed to the use of evidence based practice and quality safeguards. This is supported through an individualised orientation program, planned regular staff training, relevant professional development, staff development days, individual reflective practice meetings and peer support. EarlyEd is committed to individualised professional development and staff benefit from the professional and leadership opportunities created by working in a well-established early childhood intervention organisation.

## Selection Criteria – Speech Pathologist

### *QUALIFICATIONS AND EXPERIENCE*

#### ***Essential***

Approved qualifications in Speech Pathology

Membership of Speech Pathology Australia

Experience working with infants, young children with delays/disabilities and their families

Commitment to flexible family-centred practice.

Highly developed interpersonal, written and oral communication skills.

Ability to work effectively as part of a transdisciplinary team to achieve the goals of the families and the organisation.

Current driver's licence and use of own car.

A commitment to accountability.

Proficiency with information technology and computer literacy in order to enhance service mobility and efficiency

Working with Children and Police checks

The role includes being a Medicare provider with EarlyEd.

### ***Desirable***

Leadership experience

Experience developing and delivering Augmentative and Alternative including "Key Word Sign" communication supports to children in a variety of settings

Inclusion of children in mainstream early childhood services and school settings as well as community sport and recreation opportunities

The use of positive behaviour supports and the development of behaviour management plans across home and community settings

Working with Culturally and Linguistically Diverse (CALD), Aboriginal and/or Torres Strait Island (ATSI) and families with complex needs

Community capacity building and training

Training in and experience delivering Hanen® programs – "More Than Words", "Talkability" and "It Takes Two to Talk"

Paediatric feeding experience including "fussy eaters" and dysphagia

### **SALARY and CONDITIONS**

See EarlyEd Enterprise Agreement. As a charity, family friendly and non-profit organisation, EarlyEd is able to offer you:

- an attractive salary package with fringe benefits
- Range: \$65,000 - \$85,000 based on years of experience
- the opportunity to buy back school holidays.
- flexible conditions offered to reflect the needs of staff with family / carer commitments

### ***To Apply:***

Applications will *only* be considered if the applicant addresses the selection criteria in their applications and include:

- a cover letter outlining why the role is of interest
- a C.V.
- the names and contact details of 2 professional referees

Documentation related to:

- Working with Children Check
- Police Check
- Professional association membership details

Email applications to [jobs@earlyed.com.au](mailto:jobs@earlyed.com.au) or to make enquiries regarding the position call [02 9923 2727](tel:0299232727).

EarlyEd welcomes applications from culturally and linguistically diverse candidates, people who may have a disability and Aboriginal and Torres Strait Islander People.

There is no formal closing date. Applications will be interviewed on receipt if suitable and are appointed on merit. Avoid delays in sending in your application as new employment opportunities occur on an ongoing basis.