

POSITION DESCRIPTION

- Speech Pathologist



THRIVE
MEDICAL

Better Health Together



Speech Pathologist

Reports to: Sheridan Wicks- Allied Health Manager

Team: Allied Health

Salary: Negotiable, above award rates (starting from \$78,000/early career - \$100,000/experienced + superannuation) and quarterly profit-sharing bonus program for exceeding billable targets

Superannuation: Employer contribution 11%

Working hours: The position is full-time (75 hour fortnight) but part-time or contracting arrangements are negotiable

Working arrangement types: Hybrid arrangements are negotiable including condensed work week, FIFO DIDO etc.

Basis of employment: Continuing.

Probationary period: 6 months

Relocation Incentives available: Yes (see "Benefits of Working for Us" below)

CONTACT FOR ENQUIRIES:

Sheridan Wicks - Allied Health Manager

E: sheridan@thrivemed.com.au T: 08 8087 9383

HOW TO APPLY: Please email to hr@thrivemed.com.au a covering letter, response to the selection criteria and CV



A MULTI-DISCIPLINARY HEALTH SERVICE

About Thrive Medical

Located in the heart of Broken Hill, NSW, Thrive Medical is a leading multidisciplinary health service renowned since 2011 for its advanced healthcare and compassionate approach. We began with a vision to provide exceptional medical, allied health, imaging and NDIS care services, aiming to set a global benchmark in healthcare excellence. Our team is renowned for their expertise and friendly service. At Thrive Medical, we are not just providing healthcare; we are enhancing lives in the community we proudly serve.

Joining Thrive Medical means becoming part of a family-oriented team where flexibility, collaboration, and a patient-first mindset are key. We offer a dynamic and supportive work environment, fostering both professional growth and work-life balance. Our core values of Respect, Confidentiality, and Communication guide us in delivering top-notch health services with a personal touch. Please click [here](#) to watch our Thrive Medical video to see our great working environment and hear about the benefits of working for us.

Broken Hill offers a unique lifestyle, combining a rich cultural heritage with modern comforts. It's a community known for its strong spirit, affordability, and a balance of work and leisure, making it an ideal setting for both personal and professional fulfillment. To find out more information about living in Broken Hill region read you can read this [resource](#).

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“Thrive is very generous with their incentives”



About The Role

Purpose of the role

This role is for a Speech Pathologist with at least 12 months experience. The caseload is varied, encompassing both paediatric and adult populations, as well as the aged care community. Your speech pathology experience may be through private practice; working in family & community health, aged care or hospital settings.

The successful candidate will experience:

- Working with a diverse multi-disciplinary team (i.e. Occupational Therapy, Psychology, Physiotherapy, Medical)
- Working with diverse populations and needs
- Outreach opportunities (i.e. Indigenous populations)
- Developing professional relationships and fostering meaningful relationships within the local community and surrounding regions
- Access to internal and external professional development and training opportunities
- Offers the flexibility to tailor the scope of practice and manage diverse workloads effectively.

The Allied Health team within Thrive Medical works collaboratively to deliver high-quality healthcare services. By working together, the allied health team enhances the overall patient/client experience, improves outcomes, and contributes significantly to the success and reputation of Thrive Medical.

Our diverse skill set, and specialised expertise complement each other, allowing for a holistic approach to patient management. Our dedication, teamwork, and commitment to excellence are integral to maintaining the practice's standards of care and meeting the diverse needs of our patients.

Note:

This position description is not a duty statement; it is only intended to provide an outline of the key responsibilities of the position. Employees are expected to carry out any duties, within the scope of their ability, that are necessary to fulfil the position objectives. It is expected that this position description will change over time due to the nature of Thrive Medical's activities. A flexible attitude to change is expected of staff. Any proposed changes will be discussed with you.

Responsibilities and Duties

Ideal for a dedicated and passionate Speech Pathologist, this role involves assessing and working with children and adults with various conditions, including (but not limited to): Autism Spectrum Disorder, Developmental Delay, ADHD/ADD, Speech Sound Disorders, Language disorders, Chromosomal disorders (i.e. Cerebral Palsy, Down Syndrome), Neurological disorders (i.e. Parkinson's, Dementia), brain injury rehabilitation (i.e. swallow and speech/language) and learning difficulties.

The successful candidate will operate in diverse settings such as clinics, homes, and community locations (e.g., preschools, schools, group and nursing homes), while also establishing and nurturing partnerships with the local Indigenous community with support from the local Aboriginal health care service.

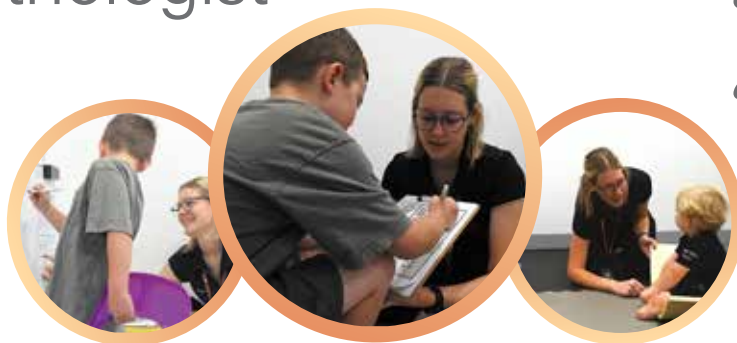
The role includes a range of important tasks, including conducting thorough assessments, managing schedules efficiently, and writing detailed reports with recommendations for therapy or other support. They will also lead treatment sessions, especially for children and young people, and create programs to help families and schools use effective strategies. There is also scope to provide individualised mealtime management plans for people across the lifespan.

Additional, key day-to-day activities include:

- Providing high-quality, evidence-based speech pathology services with measurable outcomes, using comprehensive assessments, diagnoses, and person-centred management approaches.
- Conducting assessments, planning interventions, delivering therapy, and continuously evaluating and improve speech pathology services.
- Collaborating effectively with stakeholders involved in patient care, including families, carers, and external agencies and service providers.
- Demonstrating a proactive commitment to continuous learning and improving service delivery.
- Working seamlessly as part of a multidisciplinary team.
- Organising and pre-emptively managing workload to meet performance targets.
- Taking ownership and demonstrating passion for building one's caseload autonomously.

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“I really like the energetic vibe of the whole team and the way we always go the extra mile for patients and clients.”

About You

Selection Criteria

Mandatory

- Demonstrate understanding of and commitment to Thrive Medical's values of Respect, Confidentiality, and Communication.
- Hold a qualification in Speech Pathology such as a Bachelor of Speech Pathology or a Masters in Speech Pathology.
- Registered with the Speech Pathology Australia (SPA) as a Certified Practicing Speech Pathologist.
- Minimum of 12 months experience delivering intervention/treatment across the lifespan.
- Demonstrated commitment to excellence in customer service, multidisciplinary collaboration, efficiency and an evidence-based approach.
- Demonstrated commitment to continuous learning and improvement in service delivery.
- Demonstrated understanding of and commitment to joining a family-oriented organisation, committed to flexibility, strong collaboration skills, and a patient-first approach.
- A team player and exceptional communicator.
- Interest in or experience working in a rural location.
- Possess excellent written skills, particularly in report writing.
- Proficient with computers and online technology.

Desirable

- Interest or experience in paediatric standardised and non-standardised assessments.
- Experience with NDIS (National Disability Insurance Scheme) and report writing for NDIS.
- Brain injury rehab experience (i.e. Stroke)
- Brain injury rehab (i.e. strokes)
- Degenerative diseases (i.e. Parkinson's, MS)
- Feeding (paediatric) experience
- Swallow assessments experience
- Augmentative & Alternative Communication (AAC) experience

Other Requirements

- Must have experience or willingness to work with children and/or adults.
- Current working with children check is required for this role.
- Current NDIS check is required for this role
- Current driver's licence or International Driver's License is required for this role
- National Police Check
- Current First Aid & CPR & Anaphylaxis certificates

Benefits of Working with Us

Staff benefits

- Flexible working arrangements (see "Introduction" section)
- Option to purchase additional leave to support work/life balance.
- Remuneration - negotiable, above award rates (starting from \$78,000/early career - \$100,000/experienced + superannuation) and opportunity (based on eligibility) for quarterly profit-sharing bonus program for exceeding billable targets.
- Clinical supervision - work-released, fully-funded sessions, regularity based on individual needs (valued at \$1800/year).
- Annual professional development allowance of \$1,500 and access to the Health Workforce Scholarship Bursary administered by the Rural Doctors Network offering up to \$10,000 annually for course fees, accommodation, and travel expenses related to professional upskilling.
- **If needing to relocate:**
 - Housing support offering six months in shared accommodation with other allied health professionals, or a \$200 per week rent subsidy (value at \$5,200).
 - Flights back to a major city in first year in accordance with our Flight Incentive Policy (valued at \$2,400 for 1.0 FTE position).
 - Relocation assistance up to a \$2,000 contribution, 50% paid upon arrival with invoice presentation and the remaining 50% on the 12-month work anniversary, in accordance with our Relocation Assistance Policy and access to Relocation grants (depending on home location) up to \$1,500 administered by the Rural Doctors Network.
 - Referral to the Welcome Experience - a free 12 month local service to personally welcome, help settle and connect you, your partner and any other family members to Broken Hill (includes support with finding housing, partner employment, childcare and schooling and social connection etc.)
- Access to comprehensive internal training and development programs for enhancing professional skills and personal growth.
- Free on-site car parking and EV charging stations.
- Use of fleet cars for work related travel including EVs (Tesla).
- Regular organised social events for employees.
- 24/7 onsite gym access to a fully equipped gym/rehabilitation space with recovery amenities and Pilates studio.
- Access to a free Employee Assistance Program (EAP) via telehealth.