

POSITION TITLE:	Speech Pathologists
FTE:	1.0 FTE (Mon – Fri 9.00am – 5.00pm)
LOCATION:	Clinic location: Deer Park plus community (metro Melbourne)
START DATE:	June 2025

1. AUTISM ABILITIES – VISION, VALUE AND PURPOSE

Autism Abilities is an autistic and neurodiversity affirming organisation. We are a team of dedicated and caring professionals who are passionate about empowering and supporting autistic people to live life well.

Autism Abilities' vision is for every autistic person to live life well and our mission is empowering and supporting autistic people to achieve this.

We are a truly values-driven organisation, our core values are at the heart of the way we work and what we do every single day. Autism Abilities' core values are:

- Be Knowledgeable
- Be Memorable
- Be Inspiring
- Make It Happen
- Come From the Heart

You can read more about our core values on our website: <https://autismabilities.com.au/values>

2. ABOUT THE ROLE

Autism Abilities' allied health service is growing. We are currently seeking dedicated and caring speech pathologists, from new graduates to experienced practitioners, who are passionate about working with autistic clients of all ages, to join our wonderful team. Even if you have limited experience with autistic clients currently, we are committed to equipping you with the skills and confidence needed through our comprehensive professional development and supportive supervision.

At Autism Abilities you can make a real difference in the lives of the people you work with through the delivery of quality therapeutic services in your allied health discipline. You'll primarily work with NDIS participants, from paediatric to adult, who are autistic or have traits of autism. Services are provided across various settings, including clinic, home, community and telehealth.

In this role you will:

- help participants and families identify participant needs through assessment and individual planning, including generating required documentations and reports
- adopt a person-centred and strengths-based approach to develop meaningful goals and practical strategies to meet these goals

- deliver high quality, evidence-based therapeutic interventions to autistic people of all ages and abilities
- engage in collaborative multidisciplinary teamwork
- use clinical observations and standardised assessments and interpret findings
- produce exceptional reports
- support cultural awareness, diversity and inclusiveness

We also strive to foster community development and contribute to knowledge building by frequently hosting workshops to support caregivers, support workers, teachers and other stakeholders. You may have opportunity to participate in these workshops and contribute to community learning in the future.

3. WHAT DO WE OFFER?

This is an exciting time to join a truly values driven organisation with a big heart and ambitious plans. At Autism Abilities we understand that our greatest asset is our team. In fact, ***Making Autism Abilities a Great Place to Work*** is a key focus area in our strategic plan. Joining our team means you can expect:

- **Positive culture** – enjoy coming to work every day alongside an incredible team of people who are all passionate about empowering and supporting autistic people to live life well. We have regular social catch-ups and activities including team lunches, trivia nights, Pinot & Picasso, lunchtime walks, coffee mornings and more!
- **Work/life balance** – enjoy a flexible schedule with realistic billable hour expectations. We want everyone at Autism Abilities to love their work & understand that balance is essential to achieve this.
- **Positive work environment** – enjoy our light & bright Deer Park clinic’s convenient location with easy parking and freeway access.
- **Competitive remuneration** – highly competitive salary with annual leave loading plus super (Health Professionals and Support Services Award (MA000027) according to age and experience).
- **Reward and Recognition program** – AA’s quarterly Reward & Recognition program is awarded to employees on a discretionary basis each quarter based on performance and alignment with our core values.
- **Regular supervision and heaps of support** – regular individual supervision with skilled and experienced clinicians, monthly group supervision including internal and external training, peer support from your allied health and positive behaviour support team colleagues. We also have weekly Huddles, MS Teams and an Employee Assistance Program – at AA we work really hard to ensure everyone stays connected and feels supported every step of the way.
- **Training and development opportunities** – we know that investing in our team is critical to our success. You will have an annual professional development budget as well as regular internal and external training and development opportunities.

- **Opportunities** – this is an exciting time to join Autism Abilities with strong opportunities for career progression for the right individuals.
- **Equipment** – you will be provided with all the tools and resources you need including mobile phone and laptop.
- **Uber for business** – no car? No problem! Our Uber business account is available for you to travel to community sessions
- **Novated leasing** – take advantage of the benefits of salary sacrificing your next vehicle purchase with a novated leasing arrangement

Please note that Autism Abilities conducts thorough and detailed pre-employment safety screening checks. We will require evidence of relevant qualifications, a pre-employment disclosure statement regarding any pre-existing illnesses or conditions that may affect your ability to perform the inherent requirements of the position; NDIS Worker Clearance Check and Working with Children Check.

4. ABOUT YOU

If you strongly align with our core values and are passionate about supporting autistic people to live life well, we would love to hear from you. Key requirements include:

- Current registration with Speech Pathology Australia
- Experience delivering services under the NDIS (preferable)
- Experience delivering evidence-based therapeutic interventions
- Experience with autistic clients is highly desirable
- Knowledge and understanding of autism (professional &/or lived experience)
- Excellent verbal, written and interpersonal communication skills
- Genuine passion for empowering and supporting autistic people to live life well
- Valid driving licence and reliable vehicle
- NDIS Worker Screening Check
- Working With Children Check

5. ORGANISATIONAL RELATIONSHIPS

LINE MANAGER: Allied Health Services Manager

INTERNAL RELATIONSHIPS:

CEO, General Manager, PBS Clinical Lead, PBS Team, Administration, Marketing

EXTERNAL RELATIONSHIPS:

Participants, parents/carers/families, service providers, NDIS, & all other stakeholders

6. WHY JOIN AUTISM ABILITIES?

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Our staff love that we are supportive and generous, passionate about caring for the people we support, and provide a fun, happy, enjoyable working environment.

The people we support love our autism-specific knowledge, and empathetic, person-centred approach, and feel well supported to achieve their objectives and live life well.

7. NEXT STEPS

If Autism Abilities sounds like the perfect fit for you, we'd love to hear from you. Please send your application including a cover letter stating why you think this is the right opportunity for you and a copy of your resume to yokita@autismabilities.com.au for the attention of Yuho Okita, Allied Health Services Manager.

Thank you for your interest in Autism Abilities - we look forward to hearing from you.