



Job Description

Speech Language Therapist | Te Mahau

Business Group	Te Mahau Education Services
Location	Regional
Delegations	None
Direct reports	None
Reports to	Service Manager
Salary band	Field Staff

What we do

He mea tārai e mātou te mātauranga kia rangatira ai, kia mana taurite ai ōna huanga
We shape an education system that delivers excellent and equitable outcomes

We fulfil our purpose by:

- delivering services and support nationally, regionally and locally to and through the education sector and in some cases directly to learners and families.
- shaping the policies, settings and performance of the education system so that it is well placed to deliver equitable outcomes for learners and their families, from early learning through tertiary.

Te Mahau | Education Services

The Education Services Group provides well-designed, integrated education services that support the impactful and effective operation of education settings to support student achievement and participation. The services help to remove barriers to participation and learning and provide regulatory advice, support and oversight to early learning providers, schools and kura.

The Group has three key priorities for Education Services:

- **Practice & Guidance:** Managing practice and guidance to improve national coordination and consistency, whilst enabling regional autonomy for education service delivery.
- **Integration & Delivery:** Providing education support directly to education settings via integrated regional and national services. This includes intervening when necessary to ensure a high standard of operation to support student outcomes and owning key stakeholder relationships to support schooling improvement and stronger outcomes for learners.
- **Monitoring & Improvement:** Monitoring and advising on improvements to the effectiveness, efficiency and equity of services for achievement and progression, and attendance and

participation. This includes monitoring education provider performance against regulations and intervening as required

Role Purpose

The Speech Language Therapist is to provide effective, efficient and equitable speech and language therapy services in accordance with the goals, objectives and policies of the Ministry of Education.

Role Accountabilities

As a Specialist, you will:

- Share specialist knowledge across the organisation and with stakeholders, working with others to inform operational level decision making.
- Contribute to an effective team with a positive approach to the work environment that encourages and supports high performance, collaboration and problem solving.
- Lead the resolution of issues, identifying risks and solutions to protect and enhance the integrity and reputation of the Ministry.
- Lead or contribute to the development and implementation of innovative and fit-for purpose solutions and frameworks for current and future challenges.
- Develop and use data and insights to make evidence-based decisions and recommendations on operational issues.
- Build capability in others through coaching, quality assurance, and proactively sharing knowledge and expertise

As a Speech Language Therapist this role is accountable for:

- working to understand the impact of the child's speech and language difficulties in the context of their home, school and community
- working closely with parents, caregivers, teachers and other specialists to help children and young people with the development of speech and language skills
- working as part of a multi-disciplinary team where a child's needs are complex
- talking to the adults in a child's life to find out about a child or young person's overall development and behaviour so they can identify what their individual communication needs are.
- interpreting and applying research findings, and contributing towards research agendas and policy development
- Providing peer supervision.

You will make decisions in accordance with the Ministry's policies and delegations framework.

Knowledge, Skills and Professional Experience

- Bachelor's or Master's degree in speech-language therapy or an equivalent that meets the requirements of the New Zealand Speech- language Therapists' Association
- To be eligible to be a member of the New Zealand Speech-language Therapists' Association

- Full clean Driver's Licence.
- Experience in a complex organisation
- Experience in building relationships and partnerships to achieve shared outcomes.
- Specialist knowledge of theory, research and practice related to:
 - Typical and atypical child and human development
 - Speech-language therapy theory and practice
 - Early childhood development, learning and behaviour for typical and atypical children
 - Multi-lingual development and its impact on language development for children with and without communication difficulties.
- Broad knowledge of: Te Whāriki: Early Childhood Curriculum and Te Whāriki a te Kōhanga Reo, the New Zealand Curriculum and Te Marautanga
 - Disability sector
 - Relevant legislation, policy and best practice
 - Relevant health and welfare entitlements and community services
 - The significance of identity, language and culture through all services and supports.

Equal Opportunity Statement

The Ministry of Education is an equal opportunity employer committed to fostering a diverse, inclusive, and respectful workplace. We believe that diversity of backgrounds, experiences, and perspectives strengthens our organisation and drives innovation. All employment decisions are based on business needs, job requirements, and individual qualifications, and we strive to ensure a fair and equitable recruitment and employment process.

Working in the Public Service

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Te Tiriti o Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work. You can find out more about what this means; [Role and purpose - Te Kawa Mataaho Public Service Commission](#).

Leadership Success Profile - Public Service Commission

Leadership matters. Strong leadership at every level in the Public Service will transform the experiences of New Zealanders. The Leadership Success Profile establishes “what good looks like” for leadership at all levels. Information about the Leadership Success Profile is available here: [Leadership Success Profile - Te Kawa Mataaho Public Service Commission](#).

In addition, the Ministry expects all leaders to role model behaviours in alignment with the Ministry of Education Leadership Expectations. These are:

- To be driven and accountable
- To be curious, connected and open to different perspectives
- To grow our talent and capability
- To improve transparency – including by listening to and acting on feedback

Approvals

Date Reviewed and Approved	April 2026
Approved By	HR Advisory