

## Ngā Kōrero e pā ana ki te Tūranga

# Job Description

## Speech Language Therapist

Business Group	Te Mahau takiwā
Location	Regionally based
Salary band	Field Staff

## Mahi i roto i te Ratonga Tūmatanui | Working in the Public Service

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āiane, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

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 Treaty of 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.

Mō ētahi atu kōrero hei whakamārama i tēnei kaupapa, haere ki | You can find out more about what this means at [Role and purpose - Te Kawa Mataaho Public Service Commission](#).

## To Mātou Aronga | What we do for Aotearoa New Zealand

At Te Tāhuhu o te Mātauranga | Ministry of Education, delivering our purpose makes a real difference to all ākonga of Aotearoa:

***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 ākonga and whānau
- shaping the policies, settings and performance of the education system so that it is well placed to deliver equitable outcomes for ākonga and their whānau, from early learning through tertiary.

## Tēnei Tūranga | About the role

The purpose of 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.

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### Ngā Haepapa | Accountabilities

#### As a Specialist within Te Tāhuhu o te Mātauranga | the Ministry of Education 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 the Speech Language Therapist you will:

- works to understand the impact of the child's speech and language difficulties in the context of their home, school and community
- works closely with parents, caregivers, teachers and other specialists to help children and young people with the development of speech and language skills
- works as part of a multi-disciplinary team where a child's needs are complex
- talks 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.
- interprets and applies research findings, and contributes towards research agendas and policy development
- Provide peer supervision.

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

### Ngā Tohu Mātauranga Waiwai | Essential Qualifications

- 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

### Wheako | Experience

To be successful in this role you will have the following experience:

- Experience in a complex organisation
- Experience in building relationships and partnerships to achieve shared outcomes.

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- 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.

## Ngā Āheinga | Capabilities

To be successful in this role you will have the following capabilities and competencies:

- A track record of bringing people together and leading, coaching and mentoring others to achieve outcomes.
- A proven ability to use data and insights to identify trends, risks and opportunities, to influence and guide organisational and system-level decision making.
- Excellent interpersonal and communication skills.
- A commitment to ongoing personal and professional development.
- Ability to apply specialist knowledge of speech-language theory and practice in the diagnosis of speech-language / communication, swallowing and feeding needs and the development of appropriate interventions
- Ability to translate specialist knowledge into practical information that will assist in the development, provision and support of individual programmes in order to overcome barriers to learning
- Ability to teach and empower both the individual learner and those supporting the programme to ensure integrated effective management of the learner's needs
- Ability to work effectively with children and young people and their families and whānau, using a child and family centred approach, across a diverse range of settings
- Ability to develop relationships and networks and co-ordinate service delivery with a range of agencies
- Ability to develop and provide training
- Ability to coach and upskill others
- Ability to use assessment, analysis and problem solving to contribute to intervention, planning and implementation at the individual and systems level.

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### Tātai Pou | Our Cultural Competency

Tātai Pou is our Māori Cultural competency framework. It has been aligned and is complementary to the Māori Crown Relations Capability Framework (MCR). Tātai Pou is designed to support our people and organisation to give effect to the articles of te Tiriti o Waitangi in our work. The work-based capabilities have four focus areas and describe four levels of competency (high, consolidation, developing and essential) that enable us to deliver our partnership approach so that Māori enjoy and achieve educational success as Māori.

Pou Hono   Valuing Māori	Developing
Pou Mana   Knowledge of Māori content	Developing
Pou Kipa   Achieving equitable education outcomes for Māori	Developing
Pou Aroā   Critical consciousness of racial equity for Māori	Developing

### Leadership Success Profile - Te Kawa Mataaho | 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 how the Leadership Success Profile applies to this role is available on the Ministry’s intranet.

### Ngā Whakaaetanga | Approvals

Date Reviewed and Approved	May 2023
Approved By	HR Advisory team