



THRIVE
MEDICAL

Speech Pathologist

Full Time | FIFO/ DIDIO

Thrive Medical are seeking a Speech Pathologist to join our dynamic Allied Health team, working alongside Occupational Therapists, Dietitians, Physiotherapists, Psychologists, Exercise Physiologists, Medical professionals, and NDIS Care Services to provide holistic, patient-first care.

Role Snapshot

Reports to: Phoebe Anderson

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: Permanent fulltime Hybrid arrangements available condensed work week, FIFO DIDO etc.

Basis of employment: Continuing

Probationary period: 6 months

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




About Thrive Medical

Located in the heart of Broken Hill, NSW, Thrive Medical is a leading multidisciplinary health service known for its expert care and community focus since 2011. Our mission is to provide exceptional medical, allied health, imaging, and NDIS services while making a real difference in people's lives.

Established in 2011, we have grown to provide a range of services including: General medical, Imaging, Allied Health Care Services. Many of these services historically required travel to a capital city. Our mission is to enable people in our communities to get the same health outcomes as those living in urban centers and support our community to thrive.

Our team of highly skilled professionals provide friendly and approachable support; delivered with warmth, compassion and respect. We support clients with complex and simple needs to improve their quality of life through curative and preventative therapies.

Contact for enquiries:

 Phoebe Anderson - Allied Health Manager
 phoebe@thrivemedical.com.au
 08 8087 9383.

How to apply

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

Position Description

Speech Pathologist



About The Role

Purpose of the role

This role is open to Speech Pathologists at all experience levels, with 12 months of experience being an advantage. You'll work across a diverse caseload, including paediatrics, adults, and aged care clients, in a supportive, multidisciplinary environment. Whether your background is in private practice, community health, aged care, or hospital settings, this role offers a great opportunity to develop and apply your skills.

The successful candidate will experience:

- Working with a diverse multi-disciplinary team (i.e. Occupational Therapy, Psychology, Physiotherapy, Medical, NDIS – care services)
- Working with diverse populations and needs
- Outreach opportunities (i.e. Indigenous populations)
- Building strong professional connections 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
- Cultivating strong business relationships, ensuring the maintenance and growth of caseload.

As a Speech Pathologist at Thrive Medical, you'll work within a multidisciplinary team alongside Occupational Therapists, Physiotherapists, Psychologists, and medical professionals to deliver a holistic approach to patient care. Collaboration is at the heart of what we do, ensuring that every patient receives comprehensive, tailored support to meet their unique needs. Your role will involve integrating speech pathology expertise with other disciplines, contributing to a team-based approach that enhances outcomes across paediatrics, adults, and aged care clients.

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

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
- Neurological disorders
- Brain injury rehabilitation
- Learning difficulties.

The successful candidate will practice in diverse settings such as in clinic, homes, preschools, schools, group and nursing homes, in conjunction with building and cultivating treatment programs. They will also establish and nurture partnerships with the local Indigenous community with support from the local Aboriginal health care services.

The role encompasses a number of dynamic duties, including conducting thorough assessments, managing schedules efficiently, and writing detailed reports with recommendations for therapy or other support.

They will also lead treatment sessions and create effective treatment programs to help families and schools implement 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-centered management approaches
- Conducting assessments, planning interventions, delivering therapy, continuously evaluating and improving speech pathology services
- Collaborating effectively with stakeholders involved in patient care, including families, carers, 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.

Position Description

Speech Pathologist



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 Speech Pathology Australia (SPA) as a Certified Practicing Speech Pathologist
- 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
- A team player and exceptional communicator
- 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
- Minimum of 12 months experience delivering intervention/treatment across the lifespan
- Experience with NDIS (National Disability Insurance Scheme) and report writing for NDIS
- Brain injury rehab experience
- Degenerative diseases
- Feeding (paediatric) experience
- Swallow assessments experience
- Augmentative & Alternative Communication (AAC) experience Other.

Requirements

- Current working with children checks
- Current NDIS check
- Current driver's license or International Driver's License
- National Police Check
- Current First Aid & CPR & Anaphylaxis certificates.

Benefits of Working with Us

Staff Benefits

- Flexible working arrangements
- 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. Access to comprehensive internal training and development programs for enhancing professional skills and personal growth.
- Free on-site car parking and EV charging stations.
- Regular organised social events for employees.
- 24/7 onsite gym access to a fully equipped gym/rehabilitation space with recovery amenities and Pilates studio.

If needing to relocate:

- Housing support offering six months in shared accommodation with other Thrive Medical allied health professionals, or a \$200 per week rent subsidy (value at \$5,200).
- Flights to and from 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.

If FIFI/ DIDO:

- Housing support in shared accommodation with other Thrive Medical allied health professionals
- Flight to and from Flights to and from a major city in line with work schedule
- Use of fleet cars for work related travel and personal use within Broken Hill, including EVs.