

Position Title: Allied Health Lead	Entity: Independent Living Assessment Inc (iLA)
Reports to: Director of Program Delivery	No of Direct Reports: 0-6
Industrial Instrument / Job Level: Common Law Contract - Tier Specialist	Primary Location: East Perth
Position Requirements	
Primary Purpose The Allied Health Lead provides clinical expertise across iLA to ensure programs, products, and services are evidence-based, clinically robust, and aligned with best practice. The incumbent contributes and supports clinical integrity, innovation, and quality outcomes through clinical and professional input into program design, service delivery, digital initiatives, assistive technology resources, content development, and stakeholder engagement activities. The role contributes to organisational strategy, innovation and sector engagement through the application of evidence based allied health practice, healthy ageing, reablement, assistive technology and disability expertise.	
Key Accountabilities/Responsibilities <u>Health Safety Wellbeing & Environment</u> • Demonstrate a commitment to workplace health, safety, and wellbeing by complying with policies, systems, and safe work practices. • Identify and report hazards, incidents and risks and contribute to the implementation of appropriate control measures and continuous improvement activities. • Support a positive WHS and wellbeing culture through safe work practices and active participation. <u>Functional – Clinical Governance, Content and Program Development</u> • Provide allied health expertise and evidence-based advice across iLA programs and initiatives. • Apply clinical reasoning and professional judgement to support program design, service delivery, resource development and quality improvement activities across disability, healthy ageing and reablement initiatives, including assistive technology. • Provide clinical review, guidance and governance for iLA programs, resources, digital content and other outputs, ensuring information is evidence-based, clinically accurate, audience-appropriate, accessible and aligned with organisational objectives. • Collaborate with program, content and product teams to develop, review and maintain resources, (including assistive technology, home modifications, healthy ageing, reablement, disability, and independent living information) and product databases, ensuring content reflects current contemporary evidence, practice, product developments and audience needs. • Support co-design, research, evaluation and knowledge translation activities that strengthen the evidence base underpinning iLA programs, services and resources, and contribute to continuous improvement and innovation. • Develop and deliver training, workshops, presentations and professional development activities for internal staff, sector stakeholders and community audiences. • Monitor emerging evidence, sector reforms, policy changes, technologies and practice trends within aged care, disability and allied health, and translate these into practical advice and improvements for iLA programs and services.	

- Contribute allied health expertise and evidence-informed advice to support organisational decision-making, strategic priorities and business objectives.
- Build and maintain effective relationships with consumers, researchers and professional networks to support collaboration, innovation and organisational objectives.
- Demonstrate commitment to safeguarding vulnerable people and maintaining professional standards.

People & Culture

- Collaborate effectively with the Leadership Team and peers to deliver integrated organisational outcomes, optimise cross-functional performance and support organisational change.
- Lead, develop and manage employees to achieve individual, team and organisational objectives, including setting clear performance expectations, monitoring outcomes, and supporting ongoing capability development.
- Foster a positive, inclusive and high-performing workplace culture that values diversity, respect, collaboration and continuous improvement.

Reporting & Administration

- Contribute to program reporting requirements and monitor and report on assigned deliverables.
- Maintain clinical governance documentation and ensure records, resources and documentation are maintained in accordance with organisational requirements.
- Undertake other reasonable duties consistent with the position.

Key Performance Indicators & Measures

Indicators of effective performance in the position. KPI's are to be SMART goals. They are identified below and in the PDR to be specific to the individual teams and the position at a specified point in time.

- Clinical integrity and evidence-based practice are effectively embedded across assigned programs, resources, content and initiatives.
- High-quality, clinically accurate and audience-appropriate resources, content and information are developed and maintained.
- Effective collaboration across multidisciplinary teams, resulting in consumer-centred, practical and accessible outcomes.
- Assistive technology resources and information remain current, evidence-informed and aligned with contemporary practice.
- Contribution to program development, quality improvement, innovation and organisational objectives.
- Effective leadership of reporting team, demonstrated through performance outcomes, engagement, capability development, retention and compliance with organisational requirements.

Key Relationships

Key positions or groups with whom the individual will interact to perform the work of the position.

Internal

- Director / Program Managers
- Marketing and Content Team
- iLA Leadership team
- All iLA personnel

External

- Consumers and carers
- Allied health professionals
- Universities and research organisations
- Aged care and Disability providers
- Peak bodies

Key Competencies/Behaviours

Behavioural competencies are attributes we display as we carry out our work, and 'how'. Below identifies KEY competencies (6-12) integral to the success of this position and the organisation. For this job classification level key competencies critical for success will primarily be in Leadership & Operational Behaviours.		
<u>Strategic Behaviours</u> ☒ Critical Thinking ☒ Innovation & Creativity Values	<u>Leadership Behaviours</u> ☒ Building Partnerships ☒ Project Management ☒ Digital capability ☒ Stakeholder engagement ☒ Leading the Team	<u>Operational Behaviours</u> ☒ Build Trust ☒ Communication (including presenting) ☒ Legislative & Industry Standards ☒ Organisation & Self-Management ☒ Quality & Work Standards (including clinical and/or technical)
Work Related Requirements		
Knowledge & Skills (Social, Personal & Technical) & Equipment <i>The knowledge necessary to effectively perform in the position. Specific skills or equipment that the person needs to be able to use. Personal attributes/qualities that are important to the success of this position</i> • Allied health knowledge, experience and clinical reasoning skills. • Experience working in one or more areas that include healthy ageing, reablement, disability and assistive technology. • Strong understanding of evidence-based practice. • Strong understanding and recognition of the value of consumer-led insights and co-design. • Ability to interpret research and translate evidence into practical audience appropriate application. • High-level written and verbal communication skills, with skills developing digital content. • Experience developing educational and clinical resources. • Strong stakeholder engagement skills. • Sound understanding of aged care and disability sectors. • Advanced Microsoft Office and digital literacy skills. • Ability to analyse and interpret information and data		
Work Experience <i>The type and extent of previous work experience that is necessary to perform in the position</i> • Role/s in similar position and/or industry, with exposure to most functional areas • Experience supporting service design, program development, quality improvement initiatives, and the development of evidence-based resources, tools, educational content and clinical guidance materials. • Experience leading people.		
Qualifications, Registrations, Clearances & Certifications		
• Allied health qualification, Bachelor or higher • Current AHPRA registration • NDIS Worker Screening Check, Working With Children Check.		
Extent of Authority Authority to act within the scope of your position to perform the objectives and requirements of your position as identified within this Position Description and as directed by your Leader. The extent of the authority may alter from time-to-time at the direction of your Leader.		
Prepared & Approved By: Kristy Harper, Director of Program Delivery Date Reviewed/Modified: 22/07/2026 *All PDs should be sent to P&C for approval and uploading to SharePoint		

Reviewed by James Skipper 03/08/2026

Related Documents: **PD Work Instructions, Behaviours Guide**