

Rubix Support

With over 30 years of experience in the disability sector within government and community organisations, Rubix Support is passionate about supporting people with cognitive impairments lead the life they want to live and to achieve their goals and aspirations.

Mission

Rubix Support's Mission is to improve the personal wellbeing of people with cognitive impairments with complex support needs through specialised, coordinated assessments and support; and to provide extensive training and support to its empathetic, experienced and energetic staff.

Vision

Our Vision is to be a leader in the provision of evidence-based, practical, individualised behaviour assessment and support for people with intellectual impairments with complex support needs.

Our Values

Inclusiveness | Respect | Responsiveness | Trust | Quality

Positive Behaviour Support Practitioner

Work Type: Full Time (Part Time considered)

Classification: Health Professionals and Support Services Award (2010)

Location: Melbourne

Accountabilities

1. Develop comprehensive functional behaviour assessments that are centred on a person's goals and aspirations
2. Conduct observations, collect data and work directly with an individual to understand why they are displaying behaviour that others find challenging.
3. Develop visual aides that are reflective of the support needs of the individual and the targeted audience
4. Use your knowledge and skills to ensure that the persons goals are being achieved through advocacy and support
5. Work closely with a person's family and support network
6. Provide training to staff and families around positive behaviour support and assist in the implementation of this practice
7. Maintain documented evidence that demonstrates your process and support your recommendations

8. Communicate professionally and be responsive when working with external providers within complex care teams
9. Able to work independently in remote settings but maintain contact
10. Have strong administration skills and record keeping, ensuring adherence to privacy and confidentiality legislation
11. Write reports that address the referral purpose in user-friendly formats
12. Be able to work independently in remote settings but maintain effective communication with management

Key Selection Criteria & Personal Qualities

1. Relevant qualification (as below) with experience in supporting people with a disability who may display behaviours that challenge others
2. Strong reporting writing skills that match the intended audience
3. Demonstrated knowledge, experience and understanding of the support needs of people with disability across home and community settings.
4. Well developed communication and interpersonal skills including the ability to work and communicate effectively with participants, their families, community agencies and other professionals.
5. Focused on supporting individuals to increase their quality of life through self-determined and person-centred thinking
6. Able to adapt and be flexible to changing Participant needs, while prioritising tasks in an efficient manner
7. Ability to manage time and workload priorities
8. Demonstrated knowledge of Positive Behaviour Support frameworks
9. Experience and practical knowledge in evidence-based practices
10. Ability to utilise personal skills and experiences to support and manage difficult situations
11. Commitment to social justice and inclusion and valuing difference and diversity
12. High standard of personal integrity and commitment to the organisational values
13. Able to work independently and make calculated decisions based on training and knowledge and being accountable
14. Value and enjoy teamwork and ability to collaborate with others to achieve common goals
15. Ability to facilitate and adapt preferred style to influence others to achieve planned participant outcomes

Work Health and Safety

1. Undertake all your work with consideration to personal health and safety requirements and that of others.
2. Report all hazards and/or injuries promptly on appropriate form.
3. Carry out all duties with diligence and due care for personal safety and the safety of others.

Safety Screening

- A current police check (less than six months).
- Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check. Applicants should contact the relevant overseas police force to obtain this and submit as part of their application. Details of overseas police agencies are available on the Department of Immigration website www.immi.gov.au and can be searched for under the phrase, 'penal clearance certificate.'
- A current Employee Working with Children's Check (WWCC) card is required and will need to be provided prior to commencement of employment. Currency will need to be maintained by the employee for the period of employment.
- Safety screening will include checking whether your name is on the Disability Worker Exclusion Scheme list (DWES) maintained by the Disability Worker Exclusion Scheme Unit (DWESU). The DWES includes names of persons unsuitable for employment as a disability support worker. A DWES form will be provided to applicants to complete at the time of their interview.
- Two professional references will be required

Qualification & Training Requirement

- Registered occupational therapist, speech pathologist, social worker or other allied health practitioner or a developmental educator (with current membership with Developmental Educators Australia Inc.) with experience supporting people with a disability who may display behaviours that challenge others
- Successful completion of the NDIA's Worker Orientation Module 'Quality, Safety and You' (<https://www.ndiscommission.gov.au/workers/training-course>). Applicants will need to provide this NDIA generated Certificate prior to commencement.
- A driver's license is required as you will be required to drive to participants and their family's homes and locations.

Employment Conditions

- Successful applicants will be employed on a Full Time (Part Time considered) basis
- Rubix Support employs Positive Behaviour Support Practitioners under the *Health Professionals and Support Services Award (2010)*.
- Positive Behaviour Support Practitioner report to the Director, Positive Behaviour Support
- Flexible working arrangements
- Opportunity for progression