

## Rubix Support

With significant 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. Rubix Support provide support to people aged between two years to sixty five years old. We are a registered provider under the NDIS and provide services across three main areas - positive behaviour support, support coordination and lifestyle support. We are focused on evidenced based best practise and are passionate about achieving positive outcomes for the people we support.

### 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

## Team Leader – Individual Therapy and Positive Behaviour Support

**Work Type:** Full Time (Part time of 4 days a week considered)

**Classification:** Health Professionals and Support Services Award (2010)

**Location:** Melbourne

**Wage range:** \$100,000 - \$115,000 plus superannuation (dependent on experience)

### Accountabilities

1. Develop, implement and lead the development of Rubix Support's individual therapy service, providing therapy for people who have a cognitive impairment.
2. Oversee a passionate and energetic team of psychologists, providing individual therapy and positive behaviour support.
3. Provide individual and group supervision (all psychologists at Rubix Support receive both).
4. Develop and implement clinic schedules and oversee all intake referrals into the therapy service.
5. Conduct individual therapy within the clinic setting as well as complete comprehensive functional behaviour assessments that are centred on a person's goals and aspirations.

6. Conduct observations, collect data and work directly with an individual to understand why they are displaying behaviour that others find challenging.
7. Develop visual aides that are reflective of the support needs of the individual and the targeted audience
8. Use your knowledge and skills to ensure that the persons goals are being achieved through advocacy and support
9. Work closely with a person's family and support network
10. Provide training to staff and families around positive behaviour support and assist in the implementation of this practice
11. Maintain documented evidence that demonstrates your process and support your recommendations
12. Communicate professionally and be responsive when working with external providers within complex care teams
13. Able to work independently in remote settings but maintain contact
14. Have strong administration skills and record keeping, ensuring adherence to privacy and confidentiality legislation
15. Write reports that address the referral purpose in user-friendly formats
16. Be able to work independently in remote settings but maintain effective communication with management

### Key Selection Criteria & Personal Qualities

1. You will be a registered psychologist with a minimum of five years' experience in therapy practice and have experience in supporting people with a cognitive impairment who may display behaviours that challenge others.
2. Experience providing supervision to junior practitioners who maybe provisional psychologists.
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 to the team that you lead.
7. Demonstrated knowledge of Positive Behaviour Support frameworks
8. Experience and practical knowledge in evidence-based practices
9. Ability to utilise personal skills and experiences to support and manage difficult situations
10. Commitment to social justice and inclusion and valuing difference and diversity
11. High standard of personal integrity and commitment to the organisational values
12. Able to work independently and make calculated decisions based on training and knowledge and being accountable
13. Value and enjoy teamwork and ability to collaborate with others to achieve common goals
14. 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](http://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 Psychologist with the Psychologist Board of Australia with a minimum of four years' 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



# RUBIX SUPPORT

Specialised Assessment & Coordination

- Flexible working arrangements
- Opportunity for progression

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