

Position Statement

Practice Lead

Role Purpose:

The Practice Lead position within Lifestart is a key senior role within the organisation. The Practice Lead works closely with the Deputy CEO, Manager, Learning and Development (MLD) and Team Managers to identify and develop practice-based skills within teams and provide mechanisms for supervision, support and mentoring for professional staff. The Practice Lead will assist in program innovation and development within Lifestart and support strategic priorities and projects related to learning and development.

Key focus areas:

1. Provides program and practice based professional leadership within Lifestart
2. Co-ordinates and develops practice-based skills in accordance with industry best practice in consultation with senior management.
3. Co-ordinates and develops programs based on best practice in consultation with senior management
4. Contributes to the strategic development of a workforce of highly skilled professionals who use evidence-based practices to work effectively with key stakeholders across a range of programs and service delivery models.
5. Supports individuals and groups of practitioners based on their skills and experience. Identifying where development within a discipline may be required to support the strategic direction of the organisation.

Key Selection Criteria:

Qualifications and Experience

- Degree qualification in relevant professional field
- Minimum of five years' experience in discipline specific direct service provision
- Discipline specific skills and or certifications e.g. experience prescribing assistive technology
- Demonstrated team leadership and/or management experience
- Demonstrated supervision experience and skills

Professional Membership:

- Current Registration and/or eligibility for membership, with relevant professional body
- Participation in relevant professional networks
- A current driver's licence and use of own car.

Essential:

- Demonstrated clinical leadership skills
- Knowledge and skills in working with children, young people and families, with a specific focus on early childhood interventions and school age years services for children or young people living with disability, with or at risk of developmental and global developmental delays
- Knowledge and skills in Assistive Technology
- Well-developed knowledge of person-centred approaches within family centred practice
- Skills in the provision of services and innovations that reflect evidence-based, best practice
- Knowledge and skills in working flexibly in response to families' individualised needs and priorities
- Knowledge and skills in working sensitively and empathically with families from diverse cultural backgrounds and complex needs
- Knowledge and skills in clinical supervision and mentoring
- Experience developing and or delivering professional development and training
- Experience developing specific learning materials and content across mediums e.g, printed factsheets, guides, online training, video etc
- Knowledge of relevant standards and legislation.

Key Result Areas:

Key Result Areas	Key Activities
Service Delivery	<ul style="list-style-type: none">• Consults with line managers where specific support is needed to develop clinical skills e.g. development plans• Consults with their discipline group to identify specific learning needs and interests• Facilitates opportunities for formal and informal support e.g. developing communities of practice groups• Facilitates specific practice-based learning opportunities
Leadership	<ul style="list-style-type: none">• Identifies needs and provides individualised supervision to professionals, including new or recent graduates, to Senior Practitioner roles• Identifies projects and resource development that will build the capacity of Lifestart• Develops positive relationships with professionals within Lifestart• Builds a strong and effective team of professionals within Lifestart• Engages positively with external stakeholders and relevant professional groups to strengthen Lifestart's reputation within the community• Ensure that all activities and programs are consistent with Lifestart's commitment to providing evidence-based and best practice strategies for children and families/carers.
Communication and Accountability	<ul style="list-style-type: none">• Works collaboratively with other senior and leading positions within Lifestart• Communicates effectively with Lifestart staff at all levels• Effectively ensure all information is treated in a way that respects the individual clients right to confidentiality and dignity.• Comply with Lifestart policies and procedures and other relevant standards for service provision.