

## 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. Building a strong reputation of achieving high quality outcomes for the people we support, and after consistent requests to provide occupational therapy as part of our service, several occupational therapist positions are now available in this exciting and growing service. 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 - Occupational therapist

**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 - \$110,000 plus superannuation (dependent on experience)

### Accountabilities

1. Lead a growing team of occupational therapists in assessments, guiding them through NDIS reporting requirements.
2. Provide regular supervision and team meetings to all occupational therapists while also holding a smaller case load of your own.
3. Access the functional abilities of the person utilising a range of assessment techniques and tools.
4. Design intervention plans that are outcomes driven which assists in achieving a high quality of life, that reduces/prevents any further injury.

5. Advise on and recommend specialist equipment to help with a person's daily activities, including sensory and assistive technology.
6. Complete thorough sensory assessments to ensure that those around the person can meet a person's sensory needs and preferences, including recommendations on sensory equipment.
7. Complete compressive disability accommodation assessments, advising of support needs of the person and possible
8. Develop resources that are accessible to the person and those around them in relation to therapy modifications.
9. Use your knowledge and skills to ensure that the persons goals are being achieved
10. Work closely with a person's family and support network
11. Provide training to staff and families around therapy recommendations and assist in the implementation of this practice
12. Maintain documented evidence that demonstrates your process and support your recommendations
13. Communicate professionally and be responsive when working with external providers within complex care teams
14. Able to work independently in remote settings but maintain contact
15. Have strong administration skills and record keeping, ensuring adherence to privacy and confidentially legislation
16. Write reports that address the referral purpose in user-friendly formats
17. 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 occupational therapist with the Australian Health Practitioner Regulation Agency and have at least 3 years' experience as an occupational therapist.
2. Have an excellent understanding of ADL evaluation tools and knowledge of Sensory Assessments
3. You will have experience mentoring or leading a small team, demonstrating compassion, strong organisation skills and an ability to get the best out of people.
4. Excellent knowledge of principles of occupational therapy.
5. Sound knowledge, experience and understanding of the support needs of people with disability across home and community based settings.
6. Well developed communication and interpersonal skills including the ability to work and communicate effectively with participants, their families, community agencies and other professionals.
7. Focused on supporting individuals to increase their quality of life through self-determined and person-centred thinking
8. Able to adapt and be flexible to changing Participant needs, while prioritising tasks in an efficient manner to the team that you lead.
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](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 Occupational Therapist with the Australian Health Practitioner Regulation Agency with at least three years' experience of practise.
- 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