**Disability Support Worker (working with children with disabilities)**

**Position Description**

**Location:** *Tweed Heads, NSW*

**Employment Type***: Casual*

**Award or Scale:** *SCHADS*

**Award Grade:** *Level 1 Pay Point 3*

**Reports to:** *Chief Operations Officer*

**Responsible to:** *COO, CEO, Management Committee*

**Remuneration:** *$28.86 per hour*

**Probation Period:** *Not applicable*

**Performance Review:** *Annually*

**Salary Review:** *Annually*

**Job Summary**

The purpose of the Disability Support Worker (working with children with disabilities) position is to:

* promote children's participation in family and community life in ways that support and strengthen child functioning that improve child and family quality of life
* communicate effectively to support and maintain internal and external relationships
* contribute to the achievement of the goals and objectives set out in the Strategic Plan

**Qualifications**

Certificate III in Children’s Services (or equivalent) is desirable, and completion of Certificate III in Individual Support (Disability).

**Duties & Responsibilities**

**Disability Support for children with disabilities**

* Develop a partnership with the family and service to meet the child’s and family needs and strengths in partnership with fellow workers
* Develop an understanding of the family and child, their strengths and the challenges they are facing related to the child’s disability/developmental delay
* Provide appropriate supervision, play based activities and learning outcomes during Shaping Outcomes groups
* Recognition of cultural competencies that promote inclusion and advocacy for children and their families within the service, childcare, schools and the wider community

**Legal**

* Be aware of and support the Management Committee in meeting the requirements of Federal, State and Local government laws and regulations, and supporting the Management Committee in ensuring the organisation follows its Constitution

Government departments include:

* + The Department of Employment, Education and Workplace Relations (Federal)
  + The Department of Families, Housing, Community Services and Indigenous Affairs (Federal)
  + The Department of Ageing, Disability and Home Care (State)
  + The NSW Office of Gaming and Racing
  + The Department of Fair Trading (State)
  + ASIC (Federal)
  + Australian Taxation Office (Federal)
  + The NSW Disability Services Standards

**Other Duties**

* Assist and collaborate with the Executive Officer and Key Worker team to implement organisational vision, mission, values, and strategic goals
* Support and maintain a high quality service, in consultation with Children Services, Community and other Services
* Participation in ongoing professional development in reflection of personal goals
* Participation in annual staff appraisal meetings with the Chief Executive Officer

**Essential Skills**

* Understanding of Equal Employment Opportunity (EEO) and Occupational Health and Safety (OH&S)
* Principles for a culturally diverse workplace
* Ability to work as part of a team
* Commitment to strengths-based practice
* Commitment to continuous learning

**Desired Skills**

* Understanding and commitment to the NSW Disability Services Act
* Knowledge of and experience of working in the community sector
* Familiarity with and understanding of the needs of people with disabilities

**Summary - Terms and Conditions**

* Casual position
* In addition to base salary 9.25% of wage for Superannuation Employer Contribution
* Terms and conditions are those set out in the Job Offer Letter, Work Place Agreement (if applicable), organisational policies and procedures, and the National Employment Standards as set out in the Fair Work Act (2009).
* All Shaping Outcomes staff are required to comply with its policies and procedures, including Shaping Outcomes Code of Conduct and Confidentiality Agreement.

**Shaping Outcomes is an EEO employer. Shaping Outcomes is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at Shaping Outcomes are based on business needs, job requirements and individual qualifications, without regard to race, colour, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations (federal, state or local). Shaping Outcomes will not tolerate discrimination or harassment based on any of these characteristics.**