

Silver Rainbow Coordinator

Statement of Duties

Locations:	Hobart
Employment type:	Fixed-term (one year), part-time
Reports to:	Chief Executive Officer
Hours:	O.4 (15.2 hours per week)
Classification:	SCHADS Level 5

Working It Out is a unique, specialist service for Lesbian, Gay, Bisexual, Transgender, gender non-binary and Intersex people (LGBTIQ+) and their families across Tasmania. We are proud of our reputation as an inclusive, community-driven organisation respected by our members and other key stakeholders.

WIO is a values-based organisation which offers flexible hours and a welcoming team environment with diligent and committed colleagues in a challenging area.

We are an equal opportunity employer – we value and celebrate diversity in all its forms, and encourage people of all backgrounds, abilities, ethnicities and cultures to join us in our work. If you need any assistance to complete your application, please ask.

Position Summary

You will be expected to:

1. Promote the [Silver Rainbow](#) program to aged care providers.
2. Engage with organisations to map out and develop plans to ensure aged care services are inclusive of older people of diverse bodies, gender, sexuality and relationships.
3. Support services in the delivery of these plans.
4. Deliver the Silver Rainbow training package to aged care providers and staff.
5. Monitor, deliver and report on program KPIs (key performance indicators) in relation to engagement and training.
6. Work collaboratively with WIO team members across the state.
7. Attend and contribute to team meetings which are held by teleconference and face-to-face.
8. Other activities as negotiated.

Selection Criteria

1. Relevant qualifications and/or experience.
2. Demonstrated understanding of the lived experience of older Tasmanians of diverse bodies, gender, sexuality and relationships.
3. A knowledge of the Australian aged care system or the ability to quickly acquire.
4. Ability to support organisations through cultural change, including being able to advise of key strategies to support LGBTIQ+ inclusion in the aged-care sector.
5. Experience in delivering workplace training/professional learning.
6. Experience in program promotion and stakeholder management.
7. Demonstrated IT, time management and organisational skills.
8. High level of written, verbal, interpersonal and presentation skills.
9. Capacity to work both autonomously and as part of a team, and to maintain one's own self-care.
10. A current Driver's License and the ability to travel across the region and state.

Cultural fit

The successful applicant must align with the mission, vision and values of Working It Out (see pages 4-5).

Conditions of employment

1. Terms and conditions of employment will be based on the SCHADS Award Tasmania.
2. The WIO Code of Conduct reflects and informs the mission, strategic direction and policies of WIO and is based on the organisation's key values. The code of conduct specifies the standards of behaviour expected of all WIO staff in order to nurture a positive workplace culture.
3. All staff must preserve confidentiality of any information from the organisation's documents, verbal communication, or from any other source which relate to the organisation's business, staff or service users.
4. Paid external supervision is available for ongoing and fixed-term staff of 1 hour every 6 weeks.
5. The successful applicant will be asked to undergo a National Police check and a working with vulnerable people check.

How to apply

For further information about the role contact Lynn Jarvis (CEO) on 0408 265 045 or Lynn@workingitout.org.au

We encourage you to call or email us for a 'Selection Criteria Response Template' which will help you provide the information we are looking for.

Please send your Selection Criteria Response or a statement addressing the selection criteria, with a resume and the names, contact details and your relationship to two referees to:

Dr Lynn Jarvis, Chief Executive Officer
Lynn@workingitout.org.au

By 11.59pm 12 May 2021

Our Culture

At Working It Out our aim is to welcome and engage with all those who access the service. We recognise that the culture of the organisation is integral to its success as a community owned and driven provider.

Respect strengths, capacity and uniqueness

- We acknowledge, celebrate, hear and affirm all people's unique experiences and knowledges from the first point of contact with Working It Out
- We respect the unique qualities of our staff and what their lived experience adds to Working It Out as a whole
- We believe in, and work with, people's innate strengths, capacities and experiences
- We acknowledge that what it means to be LGBTIQ+ has and is changing, affected by theoretical trends, political, social, cultural and environmental change and context
- We are mindful of our use of language and the power of language to include or exclude

Work collaboratively for systemic change

- We resist 'us/them' and 'expert/client' mentalities across all aspects of our work
- We seek to work collaboratively with all people who engage with Working It Out
- We support people to locate struggles within social structures and systems, not within the individual
- We challenge systems and structures in a careful and strategic way that aims for long-term change
- We see service-users as fellow community members, not 'cases'
- We see people accessing professional learning as experts in their field seeking support to provide inclusive services
- We see parents, partners and families as people who know their child, sibling or partner and who generally want the best for them
- We have been, and remain committed, to being part of collective social and systemic change
- We are mindful and critical of our power and the relationships of power that we are implicated within
- We are committed to providing support and engaging with people and communities in a way that is consistent across our organisation, reflective of our shared values
- We respect the role of mainstream clinical and case-management services, Government departments and educational institutions.

Work within the Tasmanian context

- We provide interactive, supportive and engaging learning opportunities within the Tasmanian context
- We provide short-term, strengths-based, non-clinical support to LGBTIQ+ people, their friends and families
- We provide support to LGBTIQ+ people that is not accessible through mainstream services and supports
- We provide professional learning programs in inclusive service delivery which are not otherwise available

- We are proud of our reputation and are committed to maintaining it
- We respect that Tasmania is comprised of many population groups, with diverse needs, desires and histories
- We respect the Tasmanian context and its complexity, while recognising that we are also part of it, and subject to its unique characteristics, issues and histories.

Respect and learn from our history

- We respect our LGBTIQ+ community elders, their experiences and their contributions
- We respect that how we work is a result of why and how the organisation was founded, and 20+ years working in the Tasmanian context
- We continue as a government funded organisation, valued because of the way that we work, which is specific and unique
- As an organisation, we have survived by working strategically and remaining focused on long-term change over short-term political outcomes.

Respect our capacity and limitations, while remaining focused on the future

- We are open to change but acknowledge that organisational change must be measured and ongoing
- We respect that we cannot be all things to all people, and that the need will always be greater than what our resources allow us to do
- We are committed to ensuring that our work and the organisation is sustainable over the long-term
- We will continue to advocate for increased resources and where possible, seek out additional avenues of funding, within our capacity
- We acknowledge that our core services (support and education) and the funding to do this provide the foundation of everything that we do
- We support service users around LGBTIQ+ identity(s) and experience. If service-users are negotiating issues such as housing, Centrelink/welfare, medical issues, mental health services, legal advice, financial issues, we provide basic referral to mainstream supports, while continuing to support them negotiate things related to LGBTIQ+ identity and experience. Where these complexities do arise, we locate these within social structures and systems, rather than individual deficits.
- Our policy and practices should be congruent with our organisational culture, ethos and values - if not, we want to know about it and discuss it as an organisation, while recognising that some values/practices remain fundamental to our organisation and the way we work

We are a proud Rainbow Tick Provider

