

POSITION DESCRIPTION

POSITION DETAILS

Position Title:	Senior Developmental Educator
Reports To:	Executive Director
Salary/Award Classification:	Level 6 – SCHADS Award

SOUTH AUSTRALIAN COUNCIL ON INTELLECTUAL DISABILITY

The mission of the South Australian Council on Intellectual Disability is to work towards achieving a South Australian community in which people with intellectual disability are involved and accepted as equal participating members. We do this through consultation with stakeholders, advocating for an inclusive community, promoting the rights of people with intellectual disability and liaising with likeminded organisations.

ABOUT THE ROLE

SUMMARY OF THE ROLE'S AIM

The Senior DE is primarily responsible for establishment and management of our Redress Support Service, ensuring that our service is accessible for people with intellectual disability and support provided is trauma informed and culturally appropriate.

The Senior DE will work collaboratively with the Project Officer and external organisations to support people with intellectual disability to engage with the National Redress Scheme and work through the application process, linking them to necessary supports and services, and connecting them with opportunities to build their resilience.

The wellbeing of our staff is of great importance with the Senior DE playing a key role in ensuring the team have access to the supports they need and opportunities for professional development.

KEY RESULT AREAS

Project Management

- Utilise a project management framework to coordinate project plans, seeking input from the wider project team.
- Coordinate the development of risk management plans and implement any mitigation strategies identified.
- Guide the successful delivery of our Redress Support Service ensuring project milestones are being met on time and on budget.

- Work with the Executive Director to monitor project budget, ensuring our Redress Support Service is delivered within the allocated budget.
- Measure project performance using the agreed evaluation strategies.
- Provide monthly reports to the Executive Director on the delivery of assigned projects.

Leadership

- In collaboration with the Executive Director, contribute to the development and implementation of policies and procedures.
- Support the Executive Director with the implementation of the strategic and business plan.
- Manage and support project team through regular team meetings and individual supervision and performance reviews.
- Foster a supportive and positive environment that encourages innovative ideas and team work.
- Provide leadership in supporting SACID to be a trauma informed organisation.

Service Delivery

- Develop policies, procedures and systems for the Redress Support Service to ensure the service is delivered safely and is accessible to people with intellectual disability.
- Support people with intellectual disability to access information about the National Redress Scheme.
- Support clients through all parts of the application process and outcomes, referring to other supports and services such as counselling and legal support as necessary.
- Utilise a case management framework in everyday practice, to work collaboratively with the client, their family or carer, and other supports or services.
- Empower clients to maximise their self determination through access to information, choice, and informed consent in all decision making.
- Utilise active and reflective listening through your practice and provide informal counselling to clients and their family as needed.
- Provide clinical support to the Redress Support Service team assisting them to develop their skills and professional practice.
- Keep accurate case notes and ensure all required reporting is completed by set deadlines.
- Coordinate the development and review of the Redress Support Service Activity Work Plan.
- Develop and maintain relationships with key stakeholders and networks including grant funders and other Redress Support Services.
- Develop wellbeing strategies for the Redress Support Services team and support them to access supports as needed.

- Provide professional development opportunities for the Redress Support Services team.

Inclusive Practices

- Using a co-design model ensure people with intellectual disability and their supporters are involved in the establishment of our Redress Support Service.
- Ensure all resources developed through the services are available in Easy Read.
- Support Inclusion Workers with intellectual disability through development of work plans and supporting them in their day-to-day duties in the workplace.
- Demonstrate best practice in inclusive practices at SACID.

Workplace Health & Safety

- Adhere to the *WHS Act 2012*
- Take responsibility for your safety in the workplace as well as the safety of others by ensuring adherence to all policies and practices.
- Identify and report potential risks.
- Participate in relevant training as required.
- Follow risk management plans for all projects and the organisations policies and procedures.

REPORTING/WORKING RELATIONSHIPS

This role reports to (role sponsor):

This role provides formal support and guidance to the following other roles:

- Project Officer
- Inclusion Workers (employees with intellectual disability)
- Students, trainees, interns, volunteers and other similar positions who may from time-to-time be involved with SACID during the life of the project.

This role is responsible for maintaining positive networks with stakeholders including:

- People living with intellectual disability, and other people in their lives such as family, friends and other supporters, including advocacy groups and peer networks
- SACID members
- Community leaders and NGOs relevant to the work, including peer-led organisations
- Government staff relevant to the work
- Peak bodies

SPECIAL CONDITIONS

The incumbent is required to:

- Be available for work-related travel.
- Hold a Working with Children Check and Police Check or be willing to obtain prior to commencing employment. Must maintain these clearances on-going.
- Hold a drivers licence.

The role demands a commitment to:

- Support the integrity of SACID by maintaining a high standard of personal and professional conduct that supports our values, including:
 - **INCLUSION:** Inclusion for all
 - **VOICE:** Empowering people with intellectual disability and their families to have their voices heard
 - **RIGHTS:** Equal Rights for people with intellectual disability
- Support and contribute to the achievement of SACID's goals as set out in relevant documents.
- Occasionally work outside of normal business hours where required.
- Participate in performance planning and review, as frequently as may be required, but at least annually, and commit to ongoing personal and professional development.
- Be willing to change office location if directed as a result of service development and organisational change.
- Be willing to work from home if directed to.
- The services provided at SACID mean that our employees working in client facing roles need to be vaccinated against COVID-19 and will need to provide evidence of COVID-19 vaccination. If you're unable to you are encouraged to have a confidential conversation with us about your situation.

ABOUT THE ROLE HOLDER

QUALIFICATIONS, SKILLS & EXPERIENCE

- Demonstrated commitment to SACID's values of inclusion, voice and rights for people with intellectual disability and their families.
- Demonstrated commitment to inclusive practice and co-design.
- Tertiary level qualifications in Developmental Education.
- Must hold current professional membership with Developmental Educators Australia Incorporated and maintain the membership for the duration of employment.
- Experience working effectively with people with intellectual disability, their families and supporters, and representative bodies.
- Experience in trauma informed practice.
- Experience working with complex client matters.
- Ability to maintain a caseload and work collaboratively with clients, families and supports or services.
- Ability to develop accessible information including Easy Read resources.
- High level interpersonal and communication skills and demonstrated ability to deal with sensitive and complex inquiries.
- Ability to communicate effectively in written format.
- Knowledge of legislation impacting people with intellectual disability.
- Experience working independently with minimal supervision.
- Ability to manage a team and support a positive working environment.
- Ability to provide clinical support to the team, identify opportunities for professional development and support them to maintain positive wellbeing.
- Demonstrated commitment to working safely and contributing to maintaining a safe workplace.
- Strong working knowledge of Microsoft Office Suite.
- Must hold relevant Working with Children Check and Police Check or be willing to obtain prior to commencing employment.
- Must hold a drivers licence.

Acknowledged by Role Holder:

Signature:

Date:

Acknowledged by Role Sponsor:

Signature:

Date: