

## arbias Position Description **Intensive Specialist Practitioner**

Established in 1990, arbias Ltd is a not-for-profit organisation with a workforce of 100+ staff that supports people with a suspected or diagnosed Acquired Brain Injury (ABI) and people with multiple comorbidities such as physical disabilities, mental health, alcohol and other drug related issues, connection with the criminal justice system and high complex needs. We are a recognised industry leader in this field providing a range of specialist support services across metropolitan, rural and regional locations in Victoria and NSW.

Governance includes oversight by a Board of Directors with a skills matrix that includes Directors with Legal, CPA, Research, Clinical Neuropsychology, Service User experience, and corporate backgrounds.

### Services

arbias services in Victoria assist people with high complex support needs to integrate and re-integrate into local communities, gain life skills, remain in the home or prevent homelessness and learn to direct their own goals, aspirations, dreams and lives to become legitimate contributors to their communities. Services include but are not limited to:

- TAC/RIPL Residential Services
- Specialist support (NDIS and TAC funded)
- NDIS Core Support Services
- Psychological Recovery coaching
- NDIS Social Work
- Community Programs
- Neuropsychology Assessment and Intervention Services (NPAIS)

The foundation of arbias' work is partnership, building on individuals' strengths, and supporting people to identify strategies in planning for their future. Through person-centered principles, we value community inclusion, strengthening informal supports, advocacy and negotiating access to services.

### The Role

The Specialist Practitioner will perform flexible, highly complex individualised support that reflects the diverse and specific needs of our client group.

The role will provide funded services on behalf of government agencies, and this may include but not limited to social work, behaviour support, psychosocial recovery coaching, complex case management, support coordination level 2 & 3 and assertive outreach.

The Specialist Practitioner will operate within the arbias model of case management services that includes:

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- a person-centred approach, trauma informed and strength based
- developing a therapeutic rapport with the client
- applying clinical/compensatory strategies based on the recommendations from the Neuropsychological Assessment Report
- providing education to the client and their support networks about ABI and its comorbidities mental health and alcohol and other drug issues.
- coordinating interdisciplinary teams
- linking with appropriate services in the community through a cooperative approach of working alongside non-specialist services, providing education and support
- preventing further cognitive deterioration
- case monitoring and budgeting where this is deemed as appropriate

\* Working from Home arrangements will not be available for these positions.

## Responsibilities

1. Provide a structured approach to assessing, planning, co-ordinating and monitoring services for individuals with multiple, interrelated needs.
2. Where appropriate, provide direct support and therapy to individuals.
3. Implement crisis responses where circumstances change or escalate.
4. Support individuals to build mental health skills, confidence, motivation, resilience to support long term independence.
5. Conduct comprehensive assessments of individuals to identify needs including challenging behaviours and their underlying causes.
6. Develop individualised behaviour support plans based on applied behaviour analysis principles.
7. Provide training and guidance to care teams on individuals' needs and recommended strategies.
8. Collect and analyse data to monitor progress and make necessary plan adjustments.
9. Advocate for the rights and needs of individuals with emotional and/or behavioural challenges.
10. Maintain ethical standards and uphold the dignity of individuals in all interactions.
11. Participate in training sessions and professional development opportunities to stay up to date with office procedures and industry best practices.
12. Completion of case notes, planning and other documentation regarding clients in a timely manner and recorded as per arbias policies and procedures. Ensure all data collection is completed as per funding requirements.
13. Delivery of a minimum of 6-7 hours of billable hours per day.

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## Key Selection Criteria

1. Demonstrated experience in providing person-centred support to people with a disability (in particular, people with an acquired brain injury), who are experiencing high complex needs, dual diagnosis, mental health and/or behaviours of concern.
2. Support individuals to build capacity and resilience to make decisions and choices about the implementation of all the supports they receive from a range of providers.
3. Demonstrated experience of behaviour assessment and preparing comprehensive Behaviour Support Plans and reports.
4. Knowledge and understanding of restrictive practices, including comprehensive understanding of relevant legislation.
5. Well-developed communication and report writing skills, articulating information clearly and concisely to diverse stakeholders.
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7. Ability to handle client concerns or conflicts with diplomacy, aiming to find acceptable solutions and maintain positive client relationships.
8. Ability to respect and appreciate diverse backgrounds and cultural perspectives when interacting with clients and their families.
9. Willingness to develop further knowledge in the areas of Acquired Brain Injury, Criminal Justice, Alcohol & Other Drugs, Mental Health and Dual Diagnosis

## Highly desirable requirements:

- Degree or higher qualification preferred (Social Work, Counselling etc) or preparedness to undertake further training to gain appropriate certifications.
- Hold and maintain registration with the NDIS Quality and Safeguard Commission

## Mandatory requirements:

Current checks & licenses:

- National Police Check - Renewed every 12 months
- NDIS Worker Screening Check – Renewed every 5 years
- Driver License
- First Aid – Renewed every 3 years
- CPR – Renewed every 12 months
- Up-to-date immunisation history, if mandated

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- Working With Children Check (only if duties require screening).

\*All arbias employees are required to maintain current certifications/licenses and provide updated copies to the Human Resources department.

- Agreement to participate in regular clinical supervision and professional development to satisfy requirements of registration requirements i.e AASW & BSP
- Access to their own vehicle with comprehensive insurance, with paid mileage by arbias

## Employee Statement:

I have read, understand and accept the above Position Description:

Name: .....

Signed: ..... Date: ....../....../.....

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