

Position title	<i>Specialist Disability Practitioner</i> <i>This is an Aboriginal Designated Position, classified under 'special measures' of Section 12 of the Equal Opportunity Act 2010. Only Aboriginal and Torres Strait Islander people are eligible to apply.</i>
Position number	P2344
Employment status	Full Time - Fixed Term
Service Area	Family, Care & Early Years
Location	Echuca Road, Mooroopna
Position reports to	Team Leader
Award	Social, Community, Home Care and Disability Services Industry Award 2010
Classification	Social and community services employee, Level 3 – pay point 1 to pay point 4 (based on qualifications and experience)

ABOUT THE ORGANISATION

Rumbalara Aboriginal Cooperative (RAC) is recognised as a leader among Aboriginal community-controlled organisations, maintaining a high profile in the public and private sectors across research, consultancy, policy development, and partnerships. RAC operates in a culturally appropriate, sensitive, community-controlled environment that maintains a holistic approach to service provision and emphasises the importance of family and community.

RAC has been a resource, service provider and enabler of the Aboriginal and Torres Strait Islander communities of the Greater Shepparton region since 1980. RAC is a cooperative working to provide a range of supports and services including:

- Health and Wellbeing Services
- Positive Ageing and Disability Services
- Justice and Community Services
- Housing and Infrastructure Services
- Family, Care and Early Years
- Corporate Services

RAC has an annual budget of \$50 million and a workforce of approximately 320+ people. RAC is a significant employer and economic contributor to the region and plays a high-profile leadership role as one of the larger Aboriginal organisations in Australia. RAC is committed to ensuring the Aboriginal people in the Goulburn Valley have certainty of access to community-controlled services.



ROLE PURPOSE

The Specialist Disability Practitioner plays a critical role within the Family Services system, strengthening disability-informed practice and improving outcomes for children, young people, and families affected by disability. The position supports the objectives of contemporary Family Services reforms by promoting early intervention, integrated service responses, child-centred practice, and improved access to disability supports across the service system.

The role is responsible for building disability capability within Family Services, ensuring children, young people, parents, carers, and families can effectively access and engage with appropriate disability supports, including the National Disability Insurance Scheme (NDIS). The Specialist Disability Practitioner works collaboratively with families, Family Services Practitioners, Child Protection, education, health, and community services to reduce barriers to participation and improve wellbeing and developmental outcomes.

KEY SELECTION CRITERIA

Qualifications and Registrations:

- A minimum Diploma qualifications or relevant experience in Disability, Community Services, or equivalent.
- A sound knowledge of the needs of Aboriginal community and families including carers needs to link them into the relevant support services.
- A demonstrated skill to communicate and advocate on behalf of children, young people and parents/carers.

Knowledge and skills:

- Demonstrated experience working with children, young people, families and carers in community-based services using child-centred, family-led and strengths-based approaches.
- Sound understanding of disability, its impact on family wellbeing, and the barriers families may experience in accessing services, supports and community participation.
- Knowledge of the National Disability Insurance Scheme (NDIS), including access, planning, implementation and review processes.
- Experience, or the ability to effectively engage and collaborate, with NDIS-funded providers, Local Area Coordinators (LACs), Support Coordinators, allied health professionals and advocacy services.
- Understanding of the Family Services sector and contemporary reform approaches, including early intervention, integrated service delivery and child and family wellbeing principles.
- Demonstrated commitment to culturally safe and inclusive practice, including an understanding of the unique experiences and strengths of Aboriginal and Torres Strait Islander children, families and communities.
- Highly developed communication, consultation, negotiation and relationship-building skills, with the ability to work effectively across service systems and multidisciplinary teams.
- Ability to provide specialist advice, secondary consultation and capacity-building support to practitioners to strengthen disability-informed practice and improve outcomes for children and families.
- Demonstrated initiative, sound judgement and strong organisational skills, with the capacity to work independently and collaboratively in complex service environments.



KEY RESPONSIBILITIES

1. Technical Capabilities

- Deliver disability-informed services that are child-centred, family-led, culturally safe and responsive, recognising the strengths, aspirations, rights and lived experiences of children, young people, parents, carers and families.
- Work collaboratively with families to identify disability support needs, facilitate access to the NDIS and other relevant supports, assist with disability-related goal setting, and support preparation for NDIS planning and review processes.
- Support integrated and coordinated service responses that strengthen child, family and community wellbeing through effective collaboration between Family Services, disability services and other service systems.
- Maintain a contemporary understanding of disability supports, the NDIS and broader service pathways to assist families in building capacity, resilience and sustainable support networks.
- Develop and maintain effective partnerships with disability service providers, NDIS representatives, community organisations and other stakeholders to improve access to services and outcomes for children and families.
- Work collaboratively with families, NDIS Local Area Coordinators (LACs), Support Coordinators, allied health providers and other professionals to identify needs and develop coordinated support plans.
- Facilitate service coordination and integrated care planning with education, health, community and disability services, including participation in case conferences, care team meetings and multidisciplinary discussions to achieve shared outcomes for families.
- Provide specialist disability advice, secondary consultation and practice support to Family Services practitioners to strengthen disability-informed assessment, planning and intervention.
- Build the capability of Family Services Practitioners through coaching, knowledge sharing and consultation, enhancing their confidence in supporting families to navigate disability service systems and access timely supports.
- Contribute to continuous improvement, service reform and cross-sector collaboration initiatives that improve access, inclusion, participation and outcomes for children, young people and families impacted by disability.
- Other appropriate and reasonable duties as directed by the Team Leader, Program Manager and/or Executive Manager.

2. Behavioural Capabilities

- Act at all times to protect the right of the clients, including culture, confidentiality, privacy, individual choice and decision-making.
- Demonstrate commitment to the Co-operative's values and behaviours - serve the community, work together, act with integrity and respect other people (a copy of this is available to view).
- Provide support and proactively engage with the clients and broader community.
- Establish and maintain relationships with clients, community and Rumbalara staff and team members.



3. Administrative Capabilities

- Attend staff meetings.
- Submit accurate timesheets and claim forms (if applicable) in a timely manner.
- Participate in service training programs as organised by Rumbalara and / or any other training to upgrade skills.
- Ensure that all statistical data / record-keeping and other documentation are completed and forwarded on time.
- Follow correct policy and procedure directions at all times.
- Contribute to and support the organisation's systems and processes for managing safety, quality and risk; observe and report hazardous situations or behaviours.

EMPLOYMENT CONDITIONS

- Have a Confirmation of Aboriginality.
- Have a current National Police Check.
- Hold Valid Driver's License, without restriction.
- Hold current Employee Working with Children's Check.
- NDIS Worker Screening Check.
- COVID-19 vaccination certificate (strongly recommended in line with government guidelines; not mandatory).
- All staff are required to sign a confidentiality agreement on appointment to the organisation.
- Probationary / qualifying periods apply to all positions.
- All staff are required to adhere to the Code of Conduct of the Co-operative (available to view).
- All staff are required to follow the policies and procedures to the department and the Co-operative (manuals are available to view).
- A commitment to equal opportunity and Occupational Health and Safety principles and practices is required.
- Salary packaging is available to permanent part time and full-time staff.
- Tenure of positions at RAC will be tied to existing contracted funding arrangements.