

Title:	Practice Coach	Recruitment No:	10420
Position Description No:	100.06	Tenure:	Fulltime/ongoing
Position Based In:	Bendigo		

1. The Organisation

Golden City Support Services is a community based, not-for-profit organisation that provides a range of support services to people with disabilities, to people recovering from mental illness and to carers of people living with dementia and other age related conditions. Our focus is on the individual as a valued member of the wider community.

GCSS began 41 years ago to enable people with disabilities to live in and be part of their own communities, in residential neighbourhoods, in a home similar to other people, with the opportunity to develop their own independence, personal ambitions, personal relationships and abilities.

Our primary mission is that ***'We work to support people to have more control of their lives, live with more friends and more opportunities'***.

2. The Role

The Practice Coach role will provide support and expertise to GCSS's operations to ensure the provision of quality services. The role will carry a caseload and provide advice and consultation to operations including recommending appropriate clinical services; the development and delivery training, work with participants, support teams and Practice Leaders to develop and implement clinical interventions according to the participants needs; and work with The Practice Team to research, evaluate and improve provision of direct services, including clinical interventions and projects.

The Practice Coach has an advanced understanding of the practice expected within the agency, works in a proactive manner, by promoting the standard of service delivery expected within GCSS. The Practice Coach works with direct support workers, Practice Leaders and General Managers in their respective roles.

The Practice Coach role is also the key resource within the agency for working with teams to support individuals displaying behaviours of concern using a Positive Behaviour Support framework. GCSS will support the Practice Coach to develop their skills and complete the training required to be a proficient Behaviour Support Practitioner in line with the NDIS Positive Behaviour Support Capability Framework.

Ongoing internal and external clinical supervision will be provided within an expanding multidisciplinary team.

3. Role Specific Responsibilities

The Practice Coach's role works in close consultation with and under the direction and guidance of the Practice Team Leader accountable to General Manager Operations across several different areas including:

1. Work within an expanding multidisciplinary team to deliver practice coaching within the GCSS practice framework as prescribed by the Practice Team Leader to service delivery teams, individual support staff, and Practice Leaders and General Managers.
2. Identify, develop and deliver training for areas of practice to GCSS support workers and Practice Leaders
3. Establish and review plans and practice guidelines for the support of adults with complex and challenging behaviour
4. Conduct assessments, develop therapeutic plans and culturally appropriate clinical support
5. Ability to participate in research, assess findings, draw conclusions and report
6. Establishing robust systems to collect relevant practice data
7. Engaging with external stakeholders, who may include (but not be limited to), Government Departments, families or other carers or those we support or are planning to support
8. Provide consultation, case review and intervention for participants with complex needs as they access GCSS services
9. Participate in externally and internally provided clinical supervision and ongoing learning
10. Being available to be on organization phone tree to respond actively to an incident or situation involving a person being supported and staff (across multiple settings)

4. The Person

To be considered for this position, you will have studied at a tertiary level in Psychology. Disability, Human Services or Behavioural Sciences will also be considered.

In addition, you will be required to demonstrate:

1. Flexibility to quickly learn, adopt and apply the GCSS practice framework and philosophy to delivering support services to individuals and families
2. The ability to take initiative, self-motivate and work unsupervised
3. Excellent analytical and risk assessment skills
4. The ability to take the lead role in a crisis situation and work through it
5. Strong leadership skills to help motivate and develop staff capability in delivering support services
6. Highly developed written and verbal communication and consultative skills to work collaboratively across GCSS
7. Well-developed ICT literacy and competency in all applicable MS Office products, including the demonstrated ability to quickly learn and apply new systems to achieve outcomes
8. Well-developed organisational and time management skills and the ability to proactively identify and meet expectations in a timely manner
9. Knowledge and prior experience of working with people with a disability is an advantage however can be further developed within the role.

5. General Workplace Requirements

All GCSS employees must commit to the following requirements as a condition of their employment at GCSS:

- Follow the published policies and procedures of Golden City Support Services.
- Operate in an ethical manner in accordance with relevant standards, values and policies that are prescribed by Golden City Support Services including the Golden City Support Services Code of Conduct.
- Comply with the laws of Victoria and the Commonwealth of Australia and other jurisdictions as may be relevant.
- Follow the Golden City Support Services Occupational Health and Safety policies and procedures and operate according to the prescribed 'safe systems of work'.
- Apply the principles and standards outlined in the Golden City Support Services Equal Opportunity, Workplace Bullying, Discrimination, and Sexual Harassment Policies.
- Maintain confidentiality in regards to the people receiving support, families, carers, other staff and the business dealings of Golden City Support Services (including GCSS electronic and printed materials).
- Participate in ongoing quality assurance and independent accreditation assessments.
- Successfully complete the Golden City Support Services Base Training within the first six months of employment.
- Be assessed as competent in performing the responsibilities of this role as defined in section 3 of this position description within the probationary period.
- Consent to a national police records check which is resubmitted on a cyclical basis (currently every 3 years).
- Hold a current Victorian Driver Licence (or equivalent permit).
- Be legally able to work in Australia according to the relevant laws of the Commonwealth of Australia.

6. Selection Criteria

- A willingness and capacity to embrace the Mission and Values of Golden City Support Services
- Tertiary qualification in Psychology or equivalent
- Experience and awareness of a broad range of Theoretical Frameworks in providing support
- A grounding in Behavioural approaches to clinical interventions
- Knowledge of and the ability to develop skill in the application of:
 - Positive Behaviour Support
 - Person Centered Active Support
 - Developmental Learning
 - Adult Learning Theory
 - Trauma informed support interventions
- An ability to transfer theoretical concepts into practical examples/skills
- Prior experience of working with people who have intellectual disabilities
- Demonstrate ability to understand, adopt and apply the GCSS Practice Framework

- Ability and understanding of the process involved in to engage with, motivate, coach and mentor teams to ensure delivery of clinical interventions

7. Other Requirements Information

- The salary for this position is prescribed in the Social, Community, Homecare and Disability Industry Award 2010
- A salary package as defined by the Australian Taxation Office offering above award wage rates can be offered for this position.
- The position will be located in Bendigo but travel within rural Victoria and on occasions to Melbourne will be required
- The position is ongoing with substantive hours of 76 hours per fortnight. Normal spread of hours is 9.00am – 5.06pm. However, this role may also be required to work some evenings, early mornings or weekends as required from time to time
- Reasonable extra time may be required in this position from time to time
- Acceptance of the position is conditional on the signing of an employment contract which includes a 6 month probationary period
- Golden City Support Services (including all outside areas) is a smoke free environment
- It is a condition of your employment to this position that your employment with GCSS will be subject to the operation of the Disability Worker Exclusion Scheme (DWES), as amended from time to time, which is maintained by the Department of Human and Human Services (DHHS). This means that you consent to GCSS and DHHS collecting your personal information and sensitive personal information, including about your criminal and employment history, for the purposes of compiling the Disability Worker Exclusion List (list) maintained by DHHS and that both your conduct as an employee with GCSS, and your conduct outside of your employment with GCSS, could result in you being placed on the list and could jeopardise your ability to work or gain work as a disability support worker directly provided or funded by DHS. Pre-employment you will be required to complete a Statutory Declaration related disclosable matters as required under the DWES and sign a an acknowledgement of your understanding of the operation of the DWES for this position.

Applications to be addressed to:

Applications to be emailed to: recruitment@gcss.org.au

Address Line: "Attn. General Manager Operations, RecNum 10420"

Closing Date: Close of Business , Wednesday 2nd December 2020