

## Position Description

<b>Role Title:</b>	Advocate - Disability
<b>Employment Status:</b>	Full Time / Part Time
<b>Reports To:</b>	Manager, Advocacy Services
<b>Location:</b>	Gold Coast
<b>Award Classification:</b>	Social, Community, Home Care and Disability Services Industry Award 2010 - Level 5, with wage rates in accordance with the Federal Government's <i>Fair Work (Transitional Provisions and Consequential Amendments) Amendment Regulation 2012 (No. 2)</i>

### Purpose of Role

The purpose of the Advocate - Disability position is to provide information, education, support and representation to ADA Australia clients, in particular, people living with a disability, or someone who is their unpaid carer, to ensure they have access to disability advocacy that promotes, protects and ensures their full and equal enjoyment of all human rights, enabling community participation.

The Advocate reports to and works closely with the Manager, Advocacy Services and maintains a collaborative and productive working relationship with all other staff within ADA Australia.

The Advocate is responsible for ensuring that all information and services provided are consistent with the purpose, vision, and values of ADA Australia and comply with relevant legislation, quality standards, contemporary research and practice wisdom. ADA Australia aspires to reflective practice in all aspects of work, continuous quality improvement and the highest possible standards of service provision.

### Key Position Duties

#### Advocacy and Support

- Delivery of high quality advocacy through information, education, support and representation.
- Exercise professional judgement and initiative in response to a range of advocacy issues.
- Provision of appropriate referrals and information.
- Networking activities and building partnerships with other organisations and service providers to promote ADA Australia's services.
- Provision of advocacy at an individual or systemic level to achieve satisfactory resolution of issues for clients or their representatives.

- Support people living with a disability, or someone who is their unpaid carer to disability advocacy which promotes, protects and ensures their full and equal enjoyment of all human rights.
- Utilise ADA Australia's tools, procedures and presentation methods to present and promote ADA Australia's services.
- Maintain high standard of recording and consultation.
- Participate in and contribute to quality improvement programs and activities to work towards maintaining the Quality Management system and Accreditation Standards.
- Represent and promote ADA Australia at workshops, forums, public engagements and networking meetings.
- Identify service needs / gaps from case work and provide feedback to Manager, Advocacy Services and Chief Executive Officer.
- Maintain up to date knowledge and understanding of the relevant legislations, policies and procedures.
- Develop and meet targets within annual work plan.
- Contact and liaise with existing disability support groups in the region.
- Raise community awareness of identified issues.
- Develop strategic partnerships with Aboriginal, Torres Strait Islander, Australian South Sea Islander, Lesbian, Gay, Bisexual, Transgender and Intersex people, and people from Culturally and Linguistically Diverse backgrounds.

### **Teamwork and Communication**

- Attend and actively participate in case discussions, team meetings and project work.
- Work positively and communicate effectively within a team environment as well as autonomously to achieve service delivery excellence.
- Maintain and initiate regular and professional communication with work colleagues and management.
- Develop and maintain cooperative and harmonious relationships and work in collaboration with others to prevent and/or resolve difficulties.

### **Continuous Quality Improvement**

- Ensure that all relevant statutory requirements are being met or exceeded.
- Assist through AS/NZS ISO 9001:2015 quality certification processes.
- Promote and support reflective practice in all ADA Australia staff, and demonstrate commitment to continuous quality improvement.
- Identify opportunities and options to promote and support high quality service provision and the best outcomes for clients, their families and staff.
- Support action research projects relating to the provision of high quality services for clients and their families.
- Participate and contribute in Workplace, Health and Safety activities to ensure a safe work environment for clients, staff, visitors and the community.
- Identify continuous improvements for all policies and procedures that support the inclusion and participation of clients.

### **Administration and Documentation**

- Plan and manage time effectively to complete tasks and meet deadlines.

- Complete written communications with clients and external services as required.
- Collect and record data for systemic issues and project work.

### **Personal and Professional Development**

- Develop professionally and personally to meet the changing needs of the position and the organisation.
- Participate in the organisation's annual review process.
- Attend training as identified through the annual review process, or as identified by management.
- Maintain up to date knowledge of Workplace, Health and Safety, anti-discrimination and equal employment opportunity and other relevant legislation.
- Demonstrate knowledge of the organisation's policies and procedures and a commitment to keep updated on emerging changes.

### **Behaviours**

- Demonstrate empathy and compassion towards ADA Australia's client group.
- Demonstrate commitment to ADA Australia and maintain a strong work ethic.
- Demonstrate integrity and trust towards the organisation and its client group.
- Operate autonomously whilst maintaining accountability and working within organisational frameworks.
- Demonstrate an openness to learn from others, take on constructive feedback and provide solutions.
- Demonstrate a high level of judgment when faced with complex situations.
- Demonstrate a willingness to undertake reflective practice for self-development.

### **Regional Advocates**

- Report to ADA Australia on travel administration, and maintain compliance to Workplace, Health and Safety standards.
- Maintain office administration duties.

### **Key Selection Criteria**

- Experience in working with and or advocating for people with a disability, older people or disadvantaged/vulnerable groups and operating within a social justice framework.
- Understanding of, and experience in, the provision of advocacy.
- Extensive knowledge of service options and ability to interpret legislation to identify options for people living with a disability and/or their carers.
- High level of communication and interpersonal skills, particularly with people with communication impairments.
- A tertiary qualification in human services / social work / behavioral science / community services or an equivalent combination of relevant experience, education and/or training.
- Excellent written communication and presentation skills.
- High level computer skills.

### Desirable Requirements

- Experience working within a not for profit organisation or similar
- Knowledge and ability to access Federal and State Government policies relating to people with a disability.
- Knowledge of and experience in working with Aboriginal and or Torres Strait Islanders, Australian South Sea Islanders, Lesbian, Gay, Bisexual, Transgender and Intersex people, and people from Culturally and Linguistically Diverse backgrounds.

### Essential Requirements

- Current drivers licence
- Current Blue Card and Yellow Card and ongoing renewal at employee’s expense.

### Ongoing Requirements

- Travel to remote and regional areas outside normal working hours may be required (including overnight trips on occasion).

### Acknowledgement

I, ..... acknowledge that I have read and understood the key position duties described in this Position Description and agree to carry out my duties to meet these outcomes to the best of my ability. I also understand that at times I may be required to undertake additional duties relevant to the position that are not listed in this statement and that fall within my competency and skill set. I have received a copy of this Position Description.

*(This for is to be signed by the successful candidate or position holder – not be signed by applicants for the position).*

#### Employee

Name: .....

Signed: .....

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

#### Chief Executive Officer

Name: .....

Signed: .....

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