



Position Description

Local Area Coordinator Aboriginal & Torres Strait Islander

Stage:
Issued

Version:
4.004006

Group:

**Position
Descriptions**

Reports To:

Service Area Manager or Assistant Service Area Manager (LAC)

Employment Status:

Full Time/Part Time, Fixed Term Contract

Grade/Award:

Salaried

Primary Objective:

The primary focus of this role is to create cultural safety for participants and community and be the conduit between Feros Care, the NDIS, and local community. The key purpose of an Local Area Coordinator, Aboriginal and Torres Strait Islander is to empower Aboriginal people with disability, their families, community, and carers to build, pursue and fulfill their goals and aspirations, exercise choice and control while engaging with the National Disability Insurance Scheme (NDIS)

The Local Area Coordinator, Aboriginal and Torres Strait Islander will support community in helping identify, implement plans and create more visible pathways to ensure that Aboriginal participants and non-participants of the NDIS can access support outside of the Scheme by working collaboratively with local communities and mainstream services to raise awareness and become more inclusive of the needs of people with disability.

Key Responsibilities:

Section A - Key Role Specific Responsibilities

Working with People with Disability, their Family and Carers:

- Assist Aboriginal and Torres Strait Islander people and non-Aboriginal and Torres Strait Islander people, families, carers and broader communities to access relevant information about the NDIS and assist with enquiries about the scheme
- Confidently explain the NDIS to people with disability, their family and the broader community
- Provide guidance and support to internal employees who are assisting Aboriginal and Torres Strait Islander participants, families, carers and the broader communities.
- Assist with participant readiness activities during the transition and work alongside participants to collect all required information to enable the pre-planning, initial Plan and subsequent Plans to be developed as effectively as possible
- Assist participants to develop a Plan which includes their goals, needs, wishes, and opportunity for community and mainstream supports, informal supports, and any other reasonably necessary supports which have been recommended to be funded
- Guide and assist participants to develop their options and build capacity to undertake self-management
- Assist people deemed by NDIS as not eligible for the Scheme, their families, and carers with information linkages and supports to utilise natural supports and connect with alternative funding and opportunities within their community

Program Support, Planning and Coordination:

- Assist Aboriginal and Torres Strait Islander participants and non-Aboriginal and Torres Strait Islander participants to develop a plan which includes their goals, needs and wishes
- Guide and support participants transitioning to the NDIS through the completion of questionnaires to identify and support their needs
- Assist people with disability, families, carers and broader communities to access relevant information about the NDIS and assist with enquiries about the scheme
- Build personal capacity and provide relevant information to participants, families and carers to enable goals, aspirations, needs, and abilities to be identified during the planning process
- Support individuals, families and carers to identify personal and local community networks to develop necessary supports and solutions to meet their goals and needs

- Actively engage with participants and families accessing the LAC Program to ensure choice, control, respect, independence, and self-planning is paramount and promoted at all times
- Assist the participant with planning, monitoring and reviewing their Plan ensuring a blend of informal supports, mainstream supports and funded supports are all considered and included wherever possible
- Ensure all records, information, contacts and activities are recorded in the NDIS IT system daily and the privacy of all participants is protected
- Work collaboratively to ensure NDIS participant outcomes and mandated LAC program KPIs are met

Working with the Community:

- Build and maintain strong relationships within Aboriginal and Torres Strait Islander communities and create positive partnerships with external stakeholders in the wider community to build a more inclusive community to facilitate effective access and appropriate referral to a diverse range of service providers
- Work with Aboriginal and Torres Strait Islander communities with attendance of community events and to ensure that people within the community have visibility over the scheme and what is accessible.
- Work closely with internal stakeholders around community events and participation to increase community awareness of prospective participants, both eligible participants and non-participants on the National Disability Insurance Scheme (NDIS)
- As a subject matter expert, work collaboratively with communities, positively representing Feros Care to strengthen capabilities and adopt sustainable capacity building and stakeholder engagement activities
- Work collaboratively with local communities to promote a welcoming and inclusive environment for people with disability and promote employment and volunteering opportunities
- Continue to liaise with the broader community to increase community awareness and promote the importance of full inclusion of people with disability into the societal social fabric and all aspects of community life
- Build community capacity through engagement with community groups, service providers, and other stakeholders to understand the needs of people with disability, their families and carers to ensure they are able to create service options to meet the desired service needs
- Liaise with community based organisations to ensure better access for people with disability to opportunities to economic and social participation
- Develop a comprehensive understanding of the key barriers, issues and service gaps for people with disability within local communities to assist and inform the development of local service planning
- Actively participate and contribute to the Feros Care calendar of capacity building events and stakeholder engagement activities both locally and regionally to build the profile of the LAC program
- Actively maintain an up-to-date working knowledge of local community services and supports

Creating Community Capacity:

- Engage with mainstream and community services to promote the intrinsic value of people with disability in contributing to the development of social and economic activity
- Build and maintain strong relationships, partnerships and alliances with government, community groups, organisations, and peak bodies
- Build a positive and collaborative rapport with mainstream and community services to share NDIS information and provide updates regarding NDIS
- Assist in gathering information and mapping available community resources and non-funded supports
- Raise awareness to the unique needs of children and vulnerable people with disability from culturally and linguistically diverse backgrounds or from an Aboriginal or Torres Strait Islander background
- Work in conjunction with the Manager Capacity Building & Stakeholder Engagement to build and strengthen the community's capacity to provide support to people with disability and their families through the implementation of structured and adhoc engagement activities and plans

Section B - Our Common Purpose

Living our Values

At Feros Care, every person plays an important role in helping us to **empower people to live their best life**. Our **BOLD Values** are unique to us and underpin our much bolder aspirations for our clients, residents, patients, participants and customers. Our values are not just words on a wall or a piece of paper, they shape how we behave and they can be felt by the people who work with us, people who visit us or people who receive services from us.

As part of the Feros Care team you are expected to live the values:

- **GAME CHANGERS** - *Innovators not imitators* - We are the powerhouse of reinvention. We reframe perceptions and challenge conventions.

- **TRIBAL SHAPERS** - *Together we thrive* - We bring our "A" game every day. We work to build a great culture and communities where everyone matters.
- **DREAM MAKERS** - *Powered by possibility* - We create a place where our customers' wildest vision of what's possible comes to life.
- **VIBRANT CREATORS** - *Positive and playful* - We don't fit in we stand out. Our energy is electric, our people are passionate and our purpose is real.
- **KINDNESS WARRIORS** - *Committed to care* - We give our time, energy, integrity and knowledge, but above all we give our hearts.

Leading with Technology

Feros Care utilises technology to not only support our clients live their best lives, but it's also the way we communicate; the way we report and document; the way we learn; the way we participate and most importantly how we engage with each other. To join us you must be:

- Willing to embrace technology solutions that will not only help our clients but also allow you to learn, participate and engage with your work colleagues and the organisation
- Confident using technology such as smart phones, tablets, laptops, video conferencing, GPS and search engines to access information and support our clients
- Eager to look for new and exciting ways to support our clients with technology that will solve issues and achieve their goals

Work Health and Safety (WHS)

All Feros Care staff have a duty of care and a legal obligation to ensure that they:

- Undertake work in a manner that is not harmful to their health and safety or the health and safety of others
- Comply with the Feros Care WHS Management System requirements particularly manual handling, infection control, emergency, food safety and personal protective equipment requirements
- Attend and actively participate in WHS and other mandatory training
- Monitor workplace conditions and report:
 - Ideas which may improve health and safety
 - Any work related or personal injury or illness (where it may affect their ability to work safely)
 - Any work related incident they witness, including bullying and harassment
 - Hazards and incidents including any malfunction or inadequacies of equipment
- Correct minor hazards as applicable

All staff are encouraged to be proactive and participate in activities and programs designed to improve health and safety.

Personal Attributes and Qualities:

To be highly effective in this role you will need to identify with the following personal qualities:

- Identify as Aboriginal and or Torres Strait Islander
- Proven experience working within Aboriginal and or Torres Strait Islander communities developing programs or events to support communities needs
- Motivated by making a real difference to the lives of others
- Inclusive of people from diverse communities
- Rapidly builds and maintains strong collaborative, partnering relationships
- Places equal value of all people in our community
- Stays true to the essence of Feros Care (culture, values, philosophy, service model) during changing situations
- Open minded, non-judgemental and respectful of clients/others choices
- Actively searches out new technologies, processes, techniques and service ideas
- Entrepreneurial in spirit, identifying potential business opportunities
- Relishes the opportunity to promote and advocate Feros Care

Criminal History:

This position requires a mandatory National Police Check to be conducted if chosen to be the successful candidate. The National Police Check will be renewed every 3 years.

Essential Criteria for Position:

Qualifications, Certificates and Registrations:

- Identify as Aboriginal and/or Torres Strait Islander
- Have relevant work experience, lived experience, or hold a relevant qualification in disability, community services or other health related discipline

- Knowledge and understanding of Aboriginal and Torres Strait Islander people and cultures
- Positive and respectful communicator with excellent written and oral communication skills
- Demonstrated experience or commitment to working with and delivering high quality services to people with disability, their families, carers and local communities
- Demonstrated experience or sound understanding of person-centred strengths-based planning and review
- Demonstrated experience or sound understanding of planning, implementing and evaluating community engagement events with Aboriginal and Torres Strait Islander people
- Current clean unrestricted drivers licence
- A current Working with Children Check or willingness to obtain one

Desirable Criteria for Position:

- Previous experience in community development and community capacity building

Summary of Specific Responsibilities

Note: Refer to Procedures, Work Instructions and Practice Documents to view the responsibilities of this Position.

Incumbent Statement:

I have read, understand and accept the above Position Description for Local Area Coordinator Aboriginal & Torres Strait Islander.

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

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