



## THERAPIST (GENERAL) – POSITION DESCRIPTION EARLY CHILDHOOD INTERVENTION AND THERAPEUTIC SUPPORTS

*Let's Go!*

**Our Vision** – Inclusive communities which respect, value and empower all people with a disability  
**Our Values** – Empowerment, Respect, Inclusion, Commitment, Achievement  
**Our Purpose** - We help people with a disability live a great life.

**Reports to:** Manager, Early Childhood Intervention and Therapeutic Supports

**Direct** Assistant Therapist (where applicable)

**Level:** SPS7-8 - NDS Workforce Capability Framework

**Supports:** Children and Adults (0 years +) with a disability, their families/carers and support teams

**Date Prepared:** July 2018

### Context

As one of Australia's leading providers of disability services, we are dedicated to ensuring children and adults with a disability have greater choice, control, and freedom - we work hard to make sure everyone we support gets a fair go. We provide professional services, advice, and support for individuals with disabilities, their families and support teams, from early childhood through to adulthood. Our goal: to be a trusted partner, helping to create a more independent life for customers, now and in the future.

Therapists play an integral role in the success of our services and the achievement of our mission and organisational objectives. They recognise the right of people with disabilities to inclusion, participation and self-determination. Their professional & personal values align with those of House with No Steps (HWNS) and this is demonstrated in their work on a daily basis.

Therapists communicate in a professional manner, which enhances the core values of HWNS. Therapists take responsibility for the timely provision of advice and assistance and build long term effective working relationships. Key communications internal to HWNS include: staff, customers, participants, key workers, Managers, Regional General Managers and shared services teams. External communications include: customers, families, networks/other specialists in field, government and non government service providers and other relevant agencies.

### Primary Objectives

- To complete assessment of individual's abilities and functioning as required.
- To assist individuals and their families to identify their needs through assessment and individual planning, to develop meaningful goals and practical strategies to meet their goals in their home and community.
- To work in a multi/trans-disciplinary model with a range of allied health professionals and educators to provide a holistic and integrated approach to supports and learning.

- To provide clinical advice and guidance to individuals, families and support staff
- To develop strong collaborative relationships with government and non-government service providers for ongoing support.

### **Key Accountabilities**

- Develop and implement individually designed customer related service and support plans
- Plan, deliver and evaluate therapy programs for individuals and small groups that are developmentally appropriate and strengths based.
- Complex case management (where required work together with Key Workers).
- Plan, implement and review training and support plans for customers, support staff, families and carers in positive behaviour support and specialist topics as required.
- Independently apply advanced clinical reasoning skills.
- Employ the principals of evidence based practice to all service delivery.
- Provide support which reflects the Disability Services Standards, Child Protection and other relevant legislative requirements and to report any potential breaches to HWNS management.
- Actively promote HWNS Vision, Mission, Values and Strategy in everyday work and in the community.
- Follow, contribute and work in a culture committed to continuous improvement of the HWNS work environment.
- Follow and implement Work Health & Safety guidelines and instructions.
- Undertake administrative tasks necessary for the role including maintaining appropriate documentation and systems to safeguard the wellbeing of the children supported.
- Work positively and collaboratively as a member of a transdisciplinary team and respect team values, and participate in learning and development opportunities.
- Supervise and train assistants, students and less experienced staff when assigned, ensuring the maintenance of professional, clinical, ethical and WHS standards.

### **Core requirements of the job holder**

- Working knowledge of human rights based approaches and the individual and community context of disability.
- Utilise a strengths-based, futures focussed framework in work with customers, families and service partners.
- Detailed understanding of the role, HWNS's vision, mission and values and supports and services offered.
- Understands strategic direction under which HWNS's operates.
- Has a network of contacts to resolve work issues.
- Acquires basic negotiation techniques in respect to internal and external people to ensure processes and protocols are followed and work is appropriately handled.
- Uses professional competence to support customers with problem solving and decision making about their needs and expectations.
- Maintains regular communication with customers and stakeholders on straightforward matters. Able to work with other teams or service providers.

