

Position Description

Role Details

Role:	Individual Advocate (Redress Project)
Reporting To:	Manager & Specialist Advocate, Redress Project (NSW)
Work Location:	Based at the Surry Hills, Sydney office. Flexible working conditions can be negotiated. The role involves regular travel across the greater Sydney Metropolitan Area
Status:	Full-Time (35 hours per week) Maximum term contract role until June 2024 (with a possibility of extension, dependent on funding)
Award Classification:	Level 5 (dependent on qualifications and experience) \$93,200 per annum, plus super and salary sacrificing Social, Community, Home Care & Disability Services Award 2010

Role Purpose

The National Redress Scheme was launched by the Federal Government in response to the Royal Commission into Institutional Responses to Child Sexual Abuse.

<https://www.nationalredress.gov.au/>

People with Disability Australia (PWDA) provide confidential and free support to survivors of institutional child sexual abuse with disability who are considering applying for Redress across Australia.

The Advocate will, in collaboration with the Manager & Specialist Advocate, conduct research, stakeholder and community engagement to support people with disability who face barriers to access the scheme.

The Advocate, Redress will also provide as required: information, support, assisted referrals, and individual advocacy to people with disability nationally, who are survivors of institutional child sexual abuse and who are seeking redress through the National Redress Scheme, or alternative avenues.

Please note: This role will involve exposure to information about child sexual assault and other forms of violence, and will involve working, at times, with clients with a heightened level of distress. It is known that exposure to high levels of distress increases the risk for development of vicarious trauma, therefore this role includes access to monthly, external supervision and generous EAP.

Responsibilities & Main Duties

Advocate Duties

Conduct research, identify and collaborate with stakeholders and community members. Develop an accessible, trauma-informed community engagement strategy to promote PWDA's Redress support services.

- Collaborating with the Manager & Specialist Advocate and others to identify and engage with people with disability facing additional barriers to Redress.
- Identifying, developing and maintaining stakeholder and community networks, partnerships, referral pathways, promoting PWDA's Redress support services and Individual Advocacy.

- Developing and maintaining networks and referral pathways with accessible and inclusive trauma-informed counsellors, in collaboration with stakeholders.
- Assisting the Manager & Specialist Advocate to plan, develop and facilitate a community of practice, using a social model of disability to share and develop practice responses to people with disability that are impacted by violence.
- Contribute to cross-sectoral capacity building in developing useful responses to people with disability impacted by violence, specifically child sexual abuse.
- Liaising with other PWDA projects and teams e.g. Disability Housing Advocacy, Engage In.
- Liaising with Communications staff to develop all internal and external content e.g. newsletters, reports, websites and promotional materials.

Advocacy

Provide advocacy support as required (issue-based, assisted referrals) to survivors of institutional child sexual abuse, including:

- Conducting face-to-face (pursuant to current health guidelines) and/or telephone/online meetings with survivors to determine facts, understand desired outcomes and assess for any current or prospective support needs, including therapeutic support.
- Advising survivors on available courses of action according to their will and preference and human rights principles enshrined in the Convention on the Rights of Persons with Disabilities (CRPD) and elsewhere. Referral to legal advice as required.
- Utilising a supported decision-making framework to work with clients to develop action plans which reflect their priorities and which build self-advocacy skills.
- Support survivors throughout the entire process of engaging with the National Redress Scheme, or through civil action or other redress options.
- Liaising with and mediating between relevant parties, as required, to achieve desired outcomes and to foster positive collaborative working relationships with a range of health, community and legal services.
- Representing survivor will and preference in courts, tribunals and other forums.
- Work with survivors to further their self-agency/advocacy expertise.

Information, Intake and Referral

- Contributing to client information intake and referral. This includes: assessing and providing responses to requests for information, referral, and or advocacy support; providing support and guidance to intake staff on complex information requests and prospective intake matters.

Systemic Advocacy

- Contribute to systemic advocacy initiatives by participating in specific projects as required and proactively identifying emerging systemic issues while undertaking project work and advocacy.

Organisational Participation

- Participate in organisational activities such as staff meetings, planning meetings and team development initiatives.
- Participate in relevant professional development and training.
- Carry out administrative tasks, enter accurate case notes in a timely manner and maintain files and statistics as directed.
- Contribute to the monitoring and evaluation of PWDA's service, through data collection reporting, client satisfaction surveys, and annual audits.
- Undertake other duties as directed within the scope of this role.

PWDA reserves the right to alter this position description from time to time in accordance with the needs of the organisation

Selection Criteria

Essential

- Understanding of and commitment to the human rights of people with disability, including knowledge of relevant policy and legislation, in particular commitment to the United Nations Convention on the Rights of Persons with Disability (CRPD).
- Demonstrated experience working with people with disability, including those who have been subject to violence.
- Understanding of the range of possible impacts violence can have on people with disability and useful practice responses to people with disability who are impacted by violence.
- Excellent interpersonal and communication skills, with the ability to liaise with a wide range of people such as survivors, their families, friends, service providers and government departments.
- Demonstrated capacity to manage time frames and competing priorities.
- Ability to work effectively with people in stress or crisis.
- Cultural competency.
- Demonstrated experience using a trauma-informed model of practice.
- Ability to travel regularly across the wider Sydney metropolitan region.

Desirable

- Demonstrated knowledge of the National Redress Scheme.
- Lived or family experience of disability.
- Demonstrated project management skills.
- Previous experience in the advocacy, health, community or legal services sector.
- Tertiary qualifications in social sciences or related disciplines.
- Previous experience in the health, community or legal services sectors.

Other Job Requirements

Working with Children Check

PWDA is a registered employer under the Child Protection (Working with Children) Act, 2012. The successful applicant must be approved under the Working with Children Check prior to taking up appointment.

Police Check

PWDA receives funding from Ageing, Disability and Home Care (ADHC), NSW Department of Families and Community Services (FACS) under the Disability Inclusion Act 2014. The successful applicant must satisfy the Police Check requirements prior to taking up appointment.

- Australian Government Covid 19 Vaccination Certificate and adherence to the PWDA Covid Vaccination Policy
- Six-month probationary period.

Application Processes

For more information about this role, please contact Karen Kobier, Manager & Specialist Advocate, Redress Project.

Email: karenk@pwd.org.au

Phone: 0434 692 845

Submit your application by email to recruitment@pwd.org.au. If you need to submit your application in an alternative format, please contact us using the contact details below.

Email: recruitment@pwd.org.au

Phone: (02) 9370 3100 or 1800 422 015

Your application needs to include:

- Your full resume
- A letter outlining how you meet the selection criteria
- If selected for interview you will need to provide contact details for two referees

Please note:

- Applications must **address all essential selection criteria**. Applications that have not addressed the essential selection criteria will not be considered for interviews.
- Applications close **9am, Monday 13 February 2023**.

Please indicate in your application if you need PWDA to make any reasonable accommodations for you during the application and selection process for this position.

PWDA is a proud employer of people with disability, and people with disability are strongly encouraged to apply for these positions. We are an EEO employer and we embrace the diversity of our people, such as diversity in disability, race, cultural background, ethnicity, age, gender identity, sexual orientation or intersex status.