Position Description

Private and Confidential

Clinician
(Behaviour Support)
The Organisation

LiveBetter is an organisation formed through an amalgamation of several like-minded, regionally based community service organisations that recognised the need for specialist service provision for the people of regional Australia.

Delivering a range of aged, disability, carer, child & family, mental health and clinical services, LiveBetter takes a holistic approach to working with customers seeking to ensure that customer needs and preferences are met. As well as service delivery LiveBetter assists customers with information, linking and referrals.

The major organisations that merged to form LiveBetter are CareWest [Central West, Orana, Far West, Northern and Riverina Murray regions of NSW], Excelcare [Central Queensland], Age Concern [Albury NSW], Family Link [Wagga Wagga NSW], There4U [Central Queensland], Home and Community Care services [Broken Hill] and Translinc [Central West NSW]. Several other organisations had previously amalgamated with CareWest over the past ten years.

LiveBetter and its antecedent organisations have undergone a period of significant growth, with continuing growth in staff numbers, service capacity and diversity and geographic spread. To support this growth, LiveBetter invests heavily in corporate infrastructure and management systems as well as staff training and development.

LiveBetter employs approximately 1500 staff operating in offices, homes, preschool, respite centres and community hubs across regional and rural Queensland and NSW. Working alongside our staff are more than 250 volunteers who provide extra support and services to our customers and communities. Our annual revenue is now more than $90 million with strong growth forecast.

LiveBetter is positioned as one of the largest regionally-based providers of community services in Australia. Although we are a large organisation, we remain focused on ensuring programs and services are provided by local staff and tailored to the individual needs of local people and communities.

Our Purpose: Enabling the people in regional rural and remote Australia to live their best lives.

Our Values

LiveBetter’s Values guide the way we conduct ourselves. This includes how we interact with our clients, community and business partners and how we treat each other. LiveBetter’s Values are:

- **Integrity**: We live out our values, are honest and ethical in all our dealings and are accountable for our actions.
- **Respect**: We value the individual. We recognise the rights and choices of the client, employees and the community. We encourage teamwork and support diversity within the team.
- **Cooperation**: We strive to identify and create value from partnerships and alliances with other organisations, agencies, businesses, communities and within our own organisation.
- **Empowerment**: We believe that individuals and communities should be encouraged and supported to realise their full potential.
- **Excellence**: We strive for excellence and best practice in all that we do as individuals, teams and as an organisation.
The Position

<table>
<thead>
<tr>
<th>Position title:</th>
<th>Clinician – Behaviour Support (Disability)</th>
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<tbody>
<tr>
<td>Location:</td>
<td>Orange/Bathurst</td>
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<tr>
<td>Job Type:</td>
<td>Permanent Full Time</td>
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<tr>
<td>Reports to:</td>
<td>Manager Clinical Services</td>
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<tr>
<td>Direct reports:</td>
<td>Nil</td>
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Service Description

The Clinician (Behaviour Support) is part of the Disability Services team. The Disability Services team is led by the General Manager, Disability Services and encompasses Disability Services as well as Out of Home Care Services. LiveBetter Disability Services provide Community based programs, respite services, accommodation, residential services and vocational programs under the NDIS and through state-based funding. LiveBetter’s Out of Home Care services provide Residential Care to Children and Young People in Out of Home Care. The Out of Home Care Team operates Residential Units in Bathurst, Orange and Wagga Wagga.

Key Position Responsibilities

The Clinician will play a key role in the effective design, delivery and monitoring of behaviour support services for customers with complex needs accessing LiveBetter services.

Core responsibilities for this position include:

- Undertake specific assessments covering all the factors, including environment, medical and/or mental health aspects that may be contributing to the behaviour of concern
- Provide referral services and conduct assessments in conjunction with other relevant providers involved, for example health professionals, education personnel, or service providers
- Develop, implement and monitor programs to address the identified goals and positive behaviour support strategies for the individual, family / carer, service providers and community (including consideration of cultural diversity, ageing and mental health issues, and geographical isolation)
- Address prevention issues on a systematic level, for example appropriateness of care and current supports, the physical environment of services and homes, service policies, staff development, staff and family routines.
- Provide training and education in the individual’s behaviour support program for family/carer, service providers and community involved in care and support
- Disseminate information about current leading research and practice to providers of care and support
- Operate and collaborate across professional disciplines to ensure good practice and the maximisation of opportunities to achieve positive outcomes for the individual, their families and carers and to promote a better understanding of positive approaches to behaviour support
- Undertake clinical case management
Risk

All staff must be aware of operational and business risks.

They should;

- Provide input into various risk management activities assist in identifying risks and controls
- Report all emerging risks, issues and incidents to their manager or appropriate officer

Person Specification

- Tertiary qualifications in a relevant field or equivalent knowledge, skills and experience.
- Understanding of and proven ability to develop and implement positive behaviour support strategies for customers with complex and challenging behaviours of concern.
- Highly developed knowledge of the issues, trends and philosophies underpinning the provision of services to people living with a disability such as positive person-centred approaches.
- Well-developed analytical and problem-solving skills.
- Demonstrated ability to work collaboratively with a range of stakeholders as a member of a trans-disciplinary team.
- Experience in and the ability to support and train families and to relate to, train and positively influence the skills of a range of support staff such as Disability Support Workers, Case Managers and Residential Support Workers.
- Knowledge of the relevant legislation, policies, work practice requirements and procedures impacting on the delivery of service to children, young people and adults with an intellectual disability (including the Disability Services Act, 1993 & NDIS Quality & Safeguarding Commission Framework 2016).
- Superior organisational skills and ability to use initiative with highly developed verbal and written communication skills.
- Demonstrated capacity to work independently and as a team member
- Current Australian Drivers Licence with the ability to travel if required.

Other requirements

1. Pass a National Criminal History Check, Working with Children Check and a pre-employment medical assessment (including drug and alcohol screening)
2. Advise LiveBetter in writing of any conditions which may impact ability to carry out the responsibilities required of the role
3. Ability to be flexible with work hours to meet reasonable demands of the position

Remuneration

An appropriate remuneration package in line with the skills and experience of the successful candidate will be negotiated. Salary packaging opportunities are available.

I hereby acknowledge that I have received my Position Description and understand what my duties and responsibilities are:

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<thead>
<tr>
<th>Employee Name:</th>
<th>Date:</th>
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Signature:
