

POSITION DESCRIPTION

Position:	Aboriginal Advocate	Reports to:	Advocacy Operations Supervisor/ Manager
Award:	Social Community Homecare & Disability Services	Classification:	SCHADS Level 5
Status:	Full-time/Part-time/Job Share/Casual	Location:	175 Fullarton Road DULWICH [or elsewhere as negotiated]

Purpose of Role

The purpose of the Aboriginal Advocate role is to provide information, education, and support to ARAS clients, both Aboriginal and mainstream to ensure that clients are sufficiently informed to empower them to make their own choices and to have their rights and interests respected.

The Aboriginal Advocate reports to the Operations Manager, via the Operations Supervisor and maintains a collaborative and productive working relationship with all other staff within ARAS.

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

ARAS advocates are able to support older people or their representatives who are:

- seeking or receiving Commonwealth subsidised community based aged care services and residential aged care;
- who are living in a Retirement Village in South Australia;
- who are at risk or, or are being abused by family and friends.

Key Responsibilities	Key Performance Indicators
1. Advocacy & Support	1.1 Delivery of high quality advocacy, information, education, support and representation to clients. Note: It is a requirement of this position to visit Residential Aged Care Facilities (RACFs) and alike facilities to deliver these services. 1.2 Deliver First Nation programs as developed and as required from time to time. In addition provide service delivery to first nation and mainstream clients as required and directed. 1.3 Foster partnerships with other organisations and Government departments to promote ARAS services, with a focus on regional and remote Aboriginal communities. 1.4 Attend, participate in, and contribute to allocated network meetings for special needs groups. 1.5 Provision of advocacy at an individual level to achieve satisfactory resolution of issues for clients or their representatives. It is a requirement of this position to travel to see clients and provide personalised service either in their home, a RACF or other sites. 1.6 Support clients to ensure they understand their rights, responsibilities and entitlements and provide support when they wish to voice their concerns, ask questions or make a complaint about their services. 1.7 Undertake the role of Duty Advocate as rostered and as directed. 1.8 Maintain high standard of client case notes in line with the ARAS Client Records and Case Notes procedure. 1.9 Represent and promote ARAS at workshops, forums, public engagements and networking meetings, especially those relating to First Nations people. 1.10 Maintain up to date knowledge and understanding of the relevant legislation, guidelines, policies and procedures.

<p>2. Teamwork & Communication</p>	<p>2.1 Attend and actively participate in reflective practice circles, case discussions, team meetings and project work.</p> <p>2.2 Provide support to colleagues with service delivery to First Nations clients.</p> <p>2.3 Participate in the ARAS Reconciliation Action Plan Working Group and the RAP journey.</p> <p>2.4 Provide support to colleagues with First Nation cultural learnings and their RAP journey.</p> <p>2.5 Demonstrate ability to work positively and communicate effectively in a team environment as well as independently to achieve service delivery excellence.</p> <p>2.6 Maintain and initiate regular and professional communication with work colleagues and management.</p> <p>2.7 Develop and maintain cooperative and harmonious relationships and work in collaboration with others to prevent and/or resolve difficulties.</p> <p>2.8 Schedule regular employee feedback sessions with Operations Manager and Operations Supervisor.</p>
<p>3. Continuous Quality Improvement</p>	<p>3.1 Ensure that all statutory requirements are being met or exceeded including but not limited to funding agreements, Commonwealth and State legislation and related regulations and guidelines.</p> <p>3.2 Promote and support reflective practice in all ARAS staff, and demonstrate commitment to continuous quality improvement.</p> <p>3.3 Identify opportunities and options to promote and support high quality service provision and the best outcomes for clients, their families and staff.</p> <p>3.4 Support action research projects relating to the provision of high quality services for clients and their families.</p> <p>3.5 Participate and contribute in Workplace, Health and Safety activities to ensure a safe work environment for clients, staff, visitors and the community.</p> <p>3.6 Identify continuous improvements for all policies and procedures that support the inclusion and participation of clients.</p> <p>3.7 Participate in and contribute to Continuous Quality Improvement systems and any relevant quality review or accreditation.</p>
<p>4. Administration & Documentation</p>	<p>4.1 High-level knowledge/usage of Microsoft Office and database programs to perform the duties.</p> <p>4.2 Plan and manage time effectively to complete tasks and meet deadlines.</p> <p>4.3 Complete written communications with clients and external services as required.</p> <p>4.4 Collect and record data for systemic issues and project work.</p> <p>4.5 Provide regular reports as directed by Senior Management.</p>
<p>5. Personal & Professional Development</p>	<p>5.1 Continue to develop professionally and personally to meet the changing needs of the position and the organisations.</p> <p>5.2 Participate in the organisation's performance management process.</p> <p>5.3 Attend training as identified through the performance management process, or as identified by management.</p> <p>5.4 Maintain knowledge of Workplace, Health and Safety, anti-discrimination and equal employment opportunity and other relevant legislation.</p> <p>5.5 Demonstrate knowledge of the organisation's policies and procedures and a commitment to keep updated on emerging changes.</p>
<p>6. Know and apply ARAS policies and procedures</p>	<p>6.1 Demonstrated alignment to the ARAS mission, values, and strategic plan.</p> <p>6.2 Model and foster behaviors aligned with the ARAS Code of Conduct.</p> <p>6.3 Evidence of harmonious working relationships with other employees, volunteers and other stakeholders.</p> <p>6.4 Management of risk and ensure compliance with WHS to the highest standards.</p>

PERSON SPECIFICATION

Qualifications

- A tertiary qualification in human services, law, social work, behavioural science and/or community services is desirable.

Knowledge and experience

- A minimum of 2 years' experience in working with older people, disadvantaged, vulnerable groups and/or operating within a social justice framework.
- Demonstrated ability to understand and apply legislation and related regulations, policies and procedures, including the ability to identify issues and problem solve.
- Excellent written, verbal communication and presentation skills.
- High-level computer skills – Microsoft Office or equivalent.
- Commitment to continuous quality improvement and to maintaining quality outputs.

Specific employment requirements

- Identify as Aboriginal
- Satisfactory National Police Clearance required.
- Working with Vulnerable Persons Check
- Annual influenza and COVID-19 vaccination is mandatory.
- Work outside of normal office hours may be required from time to time.
- Current driving licence and willingness to drive for work purposes.
- Travel may be required within South Australia and interstate.

MONITORING, EVALUATION AND REVIEW

Status:	APPROVED	Control:	Human Resources
Approved by:	CHIEF EXECUTIVE	Version:	1.4
Effective Date:	July 2021	Review Date:	July 2023

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, not listed in this statement, that fall within my competency and skill set. I have received a copy of this Position Description.

Employee

Name: _____

Signed: _____ Date ____/____/____

Human Resources Manager

Name: _____

Signed: _____ Date ____/____/____

