

The logo for Canberra Blind Society is enclosed in a blue rectangular border. It features the text "Canberra Blind Society." in a bold, black, sans-serif font. To the right of the text are seven dark blue dots of varying sizes arranged in a pattern that suggests a stylized eye or a cluster of points.

**Canberra
Blind
Society.**

Position Description

Position: **Social Worker** – Community Inclusion Capacity Development program.

The Canberra Blind Society (CBS) is a not for profit organisation incorporated in the ACT. It is a Disability Persons Organisation (DPO), providing information and referrals, publication of a monthly newsletter to 200 subscribers, peer support and advocacy, daily living programs and social, sporting and recreational activities.

Our Mission Statement is to maximise the personal resources and abilities of people who are blind or have low vision by responding to their needs, through the provision of care, communication and support.

We acknowledge the UN Convention on the Rights of Persons with Disabilities and support the ACT Human Rights Act. Staff and volunteers are expected to understand these instruments and work to support them.

We believe that with the right training and support, people who lose their vision can maintain their independence and make a valuable contribution to the community. Blindness or vision loss can be managed provided necessary support is provided in an appropriate time frame.

The Role:

As a true professional, all intervention implemented will be evidence based with tried and proven results. With CBS clients and their wellbeing, at the forefront of your thinking, you will:

- ❖ Provide high quality case management services to people who are blind or vision impaired.
- ❖ Primarily responsible for the case coordination of people who are blind or vision impaired. The Social Worker will provide services including advocacy, counselling, education, support programs, assessments and referrals.
- ❖ Enhance the wellbeing of people who are blind or vision impaired, including addressing issues of social isolation and supporting their independence within their community.
- ❖ Establish and maintain positive and productive relationships with internal and external stakeholders in the region to ensure the effective delivery of services to CBS members.

The focus of the role as Social Worker with the Canberra Blind Society

- Apply a high level of professional judgement and knowledge to provide a wide range of social work services to adults who are blind or vision impaired,
- Assess the core needs by working collaboratively and as co-partners identifying essential relationships, interactions and social functioning of the client utilising a range of assessment techniques and tools.
- Provide counselling, psychoeducation, guidance and support to explore reflect and enhance important skills of the client and their family including positive behaviour support, to assist in strengthening independence and resilience in a proactive manner.
- Design intervention plans that are holistic, practical and outcomes driven.
- Provide support and assist clients and families with the implementation of intervention plans and programs.
- Establish and maintain positive working relationships with clients, families, team members and other key stakeholders.
- Produce accurate client files, reports and communicate to other health professionals.

Competencies

Ability to:

- Provide professional assessments and social casework or crisis interventions for people with the most complex needs and circumstances.
- Work with customers to support social inclusiveness by addressing safety and wellbeing, ensuring access to appropriate financial support, enhancing opportunities for education and employment and strengthening local communities.
- Contribute to the provision of professional leadership and service delivery support to agency staff.
- Build internal and external networks through collaboration with community service providers and other government agencies in order to support best practice outcomes for customers with complex needs.
- Contribute new ideas, including identifying service delivery gaps and the impact of policy.
- Maintain quality customer documentation including case notes, case plans and reports.
- Communicate effectively with staff and clients, including listening skills;
- Demonstrate commitment to the CBS values along with the ability to encourage and grow the culture of the organisation through the CBS's commitment to people who are blind or vision impaired.

Organisational Compliance

- Ensure sound operational knowledge of legislative, regulatory and Code of Conduct requirements including (but not limited to), CBS Code of Conduct, Workplace Health & Safety, Complaint Handling and Dispute Resolution;

- Ensure a sound knowledge of CBS policies, procedures, products, services and systems to comply within the authorities and restrictions in relation to the duties of this role; and
- Ensure adherence to privacy and confidentiality of information that conform to the requirements of the CBS and the Privacy Act when accessing client details.

Essential selection criteria:

- 👂 Completed a undergraduate university degree in Social Work.
- 👂 Accredited Mental Health Social Worker with full Australian Association of Social Workers (AASW) registration
- 👂 Valid **Working with Vulnerable People registration**
- 👂 Experience within the clinical case management space (2 + years)
- 👂 A current open driver's licence and access to a registered, roadworthy vehicle with either third party or comprehensive insurance cover
- 👂 Familiarity in working with people with disabilities, particularly people who are blind or have low vision and who may also suffer from poor mobility or isolation.
- 👂 Strong written and verbal communication skills.
- 👂 Strong understanding of the human rights of people with disabilities and an understanding of both social and medical models of disability.
- 👂 Ability to work independently with minimal supervision.

Desirable:

- 👂 Experience working in the disability sector.
- 👂 Understanding of vision impairment and empathy for people who are blind or vision impaired;

Aboriginal and Torres Strait Islander Applicants are encouraged to apply.

The Social Worker will be accountable to the Canberra Blind Society Board through the Executive Officer. The position represents a unique opportunity to be part of a small organisation in the NDIS era.

Classification: SCHADS Social and Community, Home Care and Disability Services Industry Award 2010 [MA000100]. <https://www.fairwork.gov.au/pay/minimum-wages/pay-guides#S>

Salary & Benefits: The remuneration for this position is Community Services Worker is between Level 5 - pay point 1 (currently \$41.89 per hour) to Level 7, pay point 1 (currently \$49.50 per hour) depending on experience. The Canberra Blind Society is a registered charity and has generous salary packaging provisions available for the term of your employment. We are a family friendly workplace and support our staff to have lives outside the workplace. We are an equal opportunity employer and encourage people from diverse backgrounds and life experiences to apply, particularly people with disabilities. There is also a laptop, fuel and mobile phone allowance plus car parking space at CBS offices. For interstate applicants, relocation assistance will be provided.

Term: 12-month contract with possible extension of up to a further year.

Hours: 22.5 hours per week with remuneration based on 0.6 FTE (97.8K). There may be the capacity to expand the position to 4 or 5 days a week through negotiation.

Contact Details: For further information about the position or application process, please contact the Executive Officer on 02 6247 4580 or email jobs@canberrablindsociety.org.au

To Apply: To apply, please send your resume with names of two work related referees and a cover letter specifically addressing each of the selection criteria (no more than half a page response under each criterion) to jobs@canberrablindsociety.org.au. Applications that do not address selection criteria will not be considered during the shortlisting process.

Closing date for applications: Midnight on Friday 19 February 2021.