

Position Description

Consultant – Deaf Space

Department: Impact
 Reports: Chief Impact Officer
 Location: Any Deaf Connect office

POSITION PURPOSE:

The Board of Deaf Connect has committed towards investing in the concept of “Deaf space” to better understand the Australian Deaf community’s needs in terms of a culturally and linguistically safe space.

The primary purpose of this role is to lead an evidence-based research and consultation work to inform Deaf Connect on future approaches to Deaf space and how to best to invest in the creation or facilitation of Deaf spaces across Australia. Phase 1 will involve local, national and international literature review and consultation with the Deaf community and Deaf Space experts, culminating in the production of a report with recommendations. Phase 2 will involve further analysis of endorsed recommendations and options on implementation strategies in Australia. This work should draw down from local, state, national, and international developments in Deaf space, and explore considerations on how to strike a balance between embracing technological progress and preserving the cultural legacy fostered by physical spaces, ensuring that the essence of Deaf culture and community remains vibrant and meaningful in this evolving era.

POSITION – KEY RESULT AREAS

ACCOUNTABILITY				
Has direct responsibility over	[1]		Recommends, advises, interprets	[2]
Shares responsibility with others	[3]		Provides information	[4]

Literature review: [1]

- Conduct a review of literature available on Deaf space and relevant topics.
 - Research local, state, national, and international developments in Deaf space.
 - Identify key concept or themes impacting Deaf space in Australia.
 - Identify the essence of a physical space in the context of contemporary Deaf culture and changing generational dynamics.
 - Explore the Deaf community’s deep-rooted attachment to physical spaces and their role in preserving Deaf identity.

Engage with the Deaf community and key stakeholders: [1]

- Engage with Gallaudet University’s Architect and Deaf Space research cohort as well as other known international Deaf Space experts.
- Engage and seek community feedback about physical gathering spaces.
- Identify opportunities to engage with regional communities.



Findings Report & Recommendations: [2]

- Production of a comprehensive report outlining key findings from research and consultation and recommendations for the Executive and/or Board to consider.
- The report will present an understanding of the shifting landscape and their consideration of the balance between physical and virtual spaces including consulting and analysing feedback from various generations within the Deaf community, and what learnings are available globally, and if the success of these Deaf spaces are informed by economy of scale and critical mass, noting the dispersed nature of the Australian Deaf community.
- Present and seek Executive and/or Board endorsement on recommendations and preferred approaches.

Implementation of Endorsed Recommendations: [1]

- Conduct further analysis and research of the endorsed recommendations based on findings
- Review Deaf Connects current service remit, our research and our strategic plan.
- Consider the Deaf community’s evolving needs being effectively met while acknowledging the constraints of the NDIS model.
- Consider innovative approaches to be adopted to create inclusive spaces that cater to both physical and virtual interactions.
- Develop an implementation plan for Deaf Connect.

General: [3]

- Contribute to communications plan – both internal and external – to ensure key stakeholders are kept informed of project progress and outcomes.
- Other duties as directed by the Chief Impact Officer.
- Lead and/or contribute to the review of workplace health and safety procedures, including investigation of incidents and critical incidents, as well as the management of identified hazards.
- Lead and/or contribute to the development and review of Deaf Connect quality management systems.

DECISION MAKING

Decisions

Spending within approved budget and within delegation authority

Consultation strategies

Recommendations

Policy and service direction priorities

Provide recommendations within scope of research

PRIMARY RELATIONSHIPS

Internal

Chief Impact Officer

Purpose / Relationship

Direct Line Management

Strategic direction and advice

Chief Executive Officer & Executive Leadership Team

Provide direct information and advice when requested

General Managers and Managers

For research purposes

External

Purpose / Relationship

Australian Deaf community

For research purposes

Persons/functions that report to this position

Role / Relationship

Nil

N/A

KNOWLEDGE AND SKILLS

Requirement for skills / Knowledge in this position

	[N] None	[L] Little need	[D] Desirable	[M] Moderate	[I] Important	[C] Critical
	N	L	D	M	I	C
Leading						*
Innovating						*
Planning						*
Organising						*
Patience & Friendliness						*
Customer/Client Orientation					*	
Financial Acumen				*		
Administration						*
Auslan						*
Professionalism						*
Acceptance						*
Problem Solving					*	
Deciding					*	
Implementing					*	
Communicating						*
Flexibility						*
Consulting						*
Participating						*

SELECTION CRITERIA

Essential

- Ability to communicate in Auslan and deep knowledge of Deaf culture and community
- Knowledge, skills, and ability to use a range of evidence-based research skills and tools
- Demonstrated ability to work collaboratively across teams and liaise with internal staff to ensure a high level of knowledge of consultation work is being performed
- High level reporting skills and capabilities
- Ability to interact positively with all levels of stakeholders.

Desirable

- Relevant experience in Deaf literature reviews, research and evidence-based findings
- Relevant experience in consultancy work.



Please sign below your agreement of the above position description

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Print Name

.....
Signature

.....
Date