

Position Description

Family/Deaf Mentor - Brisbane

Department: Therapy & Family Services

Reports to: Family Services Lead

Location: Brisbane

POSITION PURPOSE:

The purpose of the Family Mentor role is to respond to social, behavioural, cultural and language needs of deaf children and their families in natural family and community contexts through deaf lenses.

The Family Mentor gives families contact with a positive Deaf Role model as early as possible in the life of a deaf child in a family setting. The Family Mentor's role is to provide the family with deaf awareness, a social and cultural model, and with the direct lived experience of navigating the world as a deaf person. The Family Mentor's role is to model visual communication, Australian Sign Language (Auslan), and strategies for communication between parent and child, and child and community.

The Family Mentor is expected to work flexibly within family and community settings and collaborate as appropriate with others who form the village of support, such as therapists and teachers.

POSITION – KEY RESULT AREAS

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

Engagement and Interaction

Effectively interact with clients by engaging in the below tasks: [1]

- Interact with the families and children in a manner that considers the needs of the child/family first.
- Ensure that families have unbiased access to the full range of communication possibilities for a deaf child, and illustrate that there are many ways of being deaf.
- Support early parent bonding with deaf babies and children, creating a strong foundation for their development.
- Participate in sessions of family life to empower families with a deaf perspective and with deaf tools to navigate life.
- Provide visual communication tools and strategies in a responsive way within real life settings such as play, meal preparation, and conflict resolution.
- Nurture first language acquisition by providing rich linguistic landscape with Auslan.
- Encourage development of Theory of Mind through play and activities.
- Nurture early literacy and prepare children to read through storytelling in Auslan.
- Understand the language priorities and goals and needs for individual children through collaboration with therapists and teachers.
- Support a smooth transition to school, setting children up for success in their education journey.



- Be a good role model for the Deaf community and its culture; provide knowledge of deaf history and deaf achievements.
- Link families to the Deaf community.
- Maintain confidentiality and professional ethics.

Plan, develop, and prepare structured family session plans in advance to best support the family’s needs and development, ensuring a family-led approach, while remaining flexible to adapt as necessary during the session. [1]

Contribute to and participate in Therapy and Family Services activities and social skills group programs, such as Lego Learners during school holidays. This includes acting as a Deaf Mentor by modelling how to interact with interpreters, gain other’s attention, and navigate Deaf culture. [1]

Information Management and Communication

- Contribute to the establishment and maintenance of effective parent-professional partnerships to optimise child and family outcomes, as per service agreements. [1]
- Timely follow up of tasks and communication, including Cliniko record-keeping (scheduling, marking attendance and completing notes) and timesheets. [1]
- Interacts professionally with children and their families. [1]
- Participates in case conferences with other professionals supporting the child [3]

General

- Other duties as directed by the Family Services Lead, and Management. [1]
- Comply with Deaf Connect policies and procedures for workplace health and safety, including completing home risk assessments and ensuring that you do not place yourself or others at risk of injury. [1]
- Promptly report any incidents, hazards, or child safety concerns to management in a timely manner. [1]

DECISION MAKING

Decisions

Resource creation for families and children

Recommendations

Appropriate for each family/child.

PRIMARY RELATIONSHIPS

Internal

Family Services Lead
 General Manager, Therapy & Family Services
 Therapy & Family Services Staff
 Deaf Connect Staff

Purpose / Relationship

Line management, support & advice
 Strategic direction & advice
 Support, Advice, Consultation & Liaison
 Organisational support and advice

External

Children and Families

Purpose / Relationship

Support, Advice, Consultation & Liaison

Persons/functions that report to this position

Nil

Role / Relationship



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
Innovating					*	
Planning					*	
Organising					*	
Patience & Friendliness						*
Customer/Client Orientation						*
Administration				*		
Auslan						*
Professionalism						*
Acceptance						*
Problem Solving						*
Deciding					*	
Implementing					*	
Communicating						*
Flexibility						*
Consulting						*
Participating						*

SELECTION CRITERIA

Essential

- Deaf or Hard of Hearing
- Fluent Auslan user
- Well-developed linguistic and cultural experience
- Well-developed interpersonal and communication skills
- Enthusiasm for working with children & adults in a multi-age group family setting
- Current NSW Working With Children Check or Qld Blue Card Holder
- NDIS Worker Clearance
- NDIS Worker Orientation Module Certificate
- Current driver’s license

Desirable

- Understanding of early childhood development and first language acquisition

Please sign below your agreement of the above position description

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Print Name

.....
Signature

.....
Date