

Deaf Mental Health Policy Officer

- **Hours:** Full time (job-sharing will be considered)
- **Remuneration:** \$83,733 per year classified under the SCHADS Award at Level 5 pay point 1
- **Status:** 12-month contract
- **Location:** Based in Melbourne CBD and flexible working from home option

About Deaf Victoria

Established in 1982, Deaf Victoria is the peak representative and advocacy body for Deaf and hard of hearing Victorians. Our vision is a world in which Deaf and hard of hearing people experience equality, opportunity and connection, and are valued for their unique contributions towards a diverse society. Our core work is to advance the needs and aspirations of Deaf and hard of hearing people, break down barriers and build foundations for a society that acknowledges and celebrates their contributions and capabilities.

We do this through engaging deeply with our stakeholders and advocating for improved human rights and equal opportunities through using our shared lived experience and knowledge.

About the role

This role is one of two roles funded by Victoria Government's Diverse Communities Mental Health and Wellbeing Grants Program. The Royal Commission into Victoria's Mental Health System recognised that to effectively meet the needs of Victoria's diverse population it is critical that the mental health and wellbeing system is safe, responsive and inclusive.

This role will facilitate the participation of diverse communities in engagement and co-design opportunities across different Victorian Mental Health reform initiatives for deaf and hard of hearing people (consumers and carers).

A deaf-led mental health reform engagement activity to consult with both deaf and hard of hearing Victorians and deaf and hard of hearing friendly mental health providers to ensure future mental health reforms are inclusive of this target group.

The role can be shared with one or two people for a total of 5 days per week.

Position description

Major duties

1. To conduct situational analysis on existing evidence and recommendations for a strong deaf mental health service system
2. Produce policy positions responding to key themes under consideration by the mental health reform
3. Attend key mental health reform meetings representing Deaf Victoria and our deaf and hard of hearing communities
4. Conduct community consultations about the mental health reform initiatives for deaf and hard of hearing Victorians
5. To work closely with the Deaf Mental Health Policy Officer and the General Manager on mental health reform
6. To participate in meetings, conferences, forums, events, staff meetings, professional development and organisational development activities
7. Carry out any other duties may assign to you, having regard to your skills, training and experience.

Key selection criteria

Essential criteria

1. Demonstrated experience in stakeholder engagement, assessment and training of mainstream organisations
2. Experience in analysing and representing data
3. Experience in representing an organisation
4. Excellent interpersonal communication skills, including the ability to build strong relationships with stakeholders and the ability to work effectively with people.
5. Demonstrated ability to work independently and in a team environment efficiently and effectively under pressure
6. Lived experience of being Deaf, deaf or hard of hearing¹.

Desirable criteria

7. Qualifications in a relevant field, such as mental health, public policy, community development
8. Lived experience of navigating the mental health system or services in Victoria
9. Knowledge of the NDIS, the mental health system reform and its impact on the Victorian disability advocacy sector and deaf and hard of hearing people.
10. Demonstrated understanding of appropriate behaviours when engaging with children and young people of diverse needs and backgrounds and an ability to work within a framework of inclusivity. Commitment to working within Victorian Child Safety Standards and the Code of Ethical Practice for the Victorian Youth Sector.

¹ This position is targeting a group of applicants (deaf or hard of hearing people) who have a protected attribute (disability) as defined in the Equal Opportunity Act 2010. As such, the essential selection criteria for the applicant to be deaf or hard of hearing is a 'special measure,' permitted in line with this legislation. More information: <https://www.humanrights.vic.gov.au/for-organisations/special-measures/>

Reporting

The role reports to the Deaf Victoria General Manager. The role works closely with the Deaf Community Mental Health Educator. There are no direct reports to this role.

Benefits of working at Deaf Victoria

- Accessible, supportive and culturally Deaf safe workplace
- High degree of autonomy and support
- Sector-leading professional development
- Career mentoring opportunities by working with a Deaf General Manager
- Flexible hours that promote work-life balance
- Collaborative atmosphere with other organisations in the deaf and advocacy sectors
- Salary packaging is available

Employment conditions

Deaf Victoria is an Equal Opportunity Employer. People with disability, people from culturally and/or linguistically diverse backgrounds and Aboriginal people are strongly encouraged to apply for this position.

All employees are subject to screening and assessment against child safety standards, including rigorous background, identity and reference checks. The successful applicant will require a current Working with Children Check and Police Check (costs reimbursed) and must agree to adhere to our child safe policy and code of conduct.

Recruitment process

If you are interested in this position, you are strongly encouraged to organise a discussion with Philip Waters to get a good understanding of the role and ask any questions you may have. You are strongly encouraged to take advantage of this opportunity as this will help you decide if you have the skills to undertake this role.

Information webinars for all roles will be held in Auslan on Wednesday 6 July 2022 6-6:30pm to inform interested candidates about the role. These webinars will be live streamed via Zoom and there will be an opportunity for applicants to ask questions anonymously to protect the identity of potential applicants. To participate in the webinar, use this [link](#).

If you require an Auslan interpreter or you experience any difficulties in joining the webinar, please SMS Philip Waters on 0405 419 866.

Applications should be addressed to Philip Waters, Deaf Victoria's General Manager, and emailed to jobs@deafvictoria.org.au with 'Deaf Community Mental Health Educator' in the subject line and **must** include (in English or Auslan):

- a **brief cover letter/email** with a summary of your skills and experience including where you saw the job advertised,



- **your resume**, including contact details for a minimum of two referees, including your last line manager (we will not contact referees without your permission),
- a separate document no more than two pages detailing your **response to key selection criteria**

Applications close midnight AEST on Sunday 17 July 2022.

Interviews are likely to be held in the week commencing 18 July 2022 in Melbourne or on Zoom by appointment. Remote interviews by Zoom may be considered for shortlisted candidates on request.

If you have any questions about the role or want to request a one-on-one session, please contact Philip Waters on 0405 419 866 or email jobs@deafvictoria.org.au.

Deaf Victoria acknowledges the support of the Victorian Government.