

Position Description

Position Title	Teacher – Individual Support
Portfolio	Education
Division	Health and Community Services
Department/Cost Centre	Aged Care - 01844
Classification	Teaching Staff L1 - L3 (dependent on qualifications and experience)
Position Number/s	101811, 101817, 102068
Reporting to	Senior Educator – Community Services
Supervises	NIL

Who is South West TAFE?

South West TAFE is an education hub with a difference. We bring innovative education and industry insider knowledge together to power talent for tomorrow.

To better meet the demands of the fast paced world of 21st Century business, our courses are designed by industry and taught by professionals.

With over 150 courses on offer, we are well suited to provide quality hands-on training across the major business sectors. Plus, our teachers, training facilities, support services and direct links with industry are second to none. Our campuses are located in Warrnambool, Portland, Hamilton and Colac, with facilities and services set to expand as the region grows.

Our **Ambition** is to provide future focused education that creates a lifetime of opportunity and employability. Our **Purpose** is to deliver a modern and fresh approach to helping generations develop the skills they need for the futures they aspire to.

Our **Values** are:

- **Integrity & Impartiality** - We are transparent and ethical in all that we do, every day
- **Respect & Human Rights** - We demonstrate trust, understanding and embrace diversity
- **Leadership** - We will be forward thinking, collaborative and inspirational
- **Accountability** - We take ownership of our actions and deliver on our promises
- **Responsiveness** - We will deliver and respond with care.

Division Overview

The Division of Health and Community Services is responsible for the delivery of Health, including Diploma of Nursing and Community Services courses including; Community Services, Individual Support and Disability programs across all the SWTAFE campuses. It also offers a range of short courses to the community.

The Division has staff based at Warrnambool, Portland, Hamilton and Colac but may conduct programs in other regions of Victoria, including Stawell. The Division utilises a variety of delivery modes that provide for effective and sustainable programs that includes: on-campus, Smart Classroom (video conferencing), on-line learning, flexible delivery, workplace based delivery, recognition of prior learning (RPL), commercial and other fee for service work.

Position Overview (Your Opportunity)

South West TAFE delivers training and assessment across all campuses for courses that are entry level qualifications for those people wanting to work in a community setting, residential services or in community-based programs. Your experience and knowledge will be fully utilised in training future support workers to provide person-centred care to a very high standard.

TAFE teachers are accountable for the delivery of quality education, training and fee for service programs in accordance with the vocational education and training standards detailed in the Australian Quality Training Framework (AQTF) 2007. This position encompasses all facets of the learning process from course enquiry and advice to assessing and determining the training requirements of Institute clients. The work requires management of the learning process for students using a variety of TAFE teaching strategies such as recognition of prior learning, on-line learning support, workplace learning, delivery and assessment as well as traditional classroom delivery.

This position provides high-quality training services on behalf of the Community Services department. The role requires an innovator who can effectively respond to the training demands of Institute clients, who is able to work in a variety of environments and with different teaching and learning modes. The Teacher is also responsible for developing resources and assessment tools to support this delivery. Also key is the ability to develop and maintain

relationships with key local and regional industry and government bodies.

TAFE teachers are expected to work effectively as members of a team and to be involved in course and program coordination activities which support the effective operation of the teaching centre and the achievement of learning outcomes for students. To effectively support the centre, this position may be required to coordinate workplace placements and teach in other programs delivered by the department, including fee for service and industry based training. Any additional teaching requirements will depend on qualifications and expertise.

Key Accountabilities

All South West TAFE staff are required to act and work in the best interest of the organisation, as such every staff member has accountabilities to uphold for both their position and the wider organisation, These accountabilities include but are not limited to:

Your Position

- Deliver training across a range of qualifications and non-accredited courses, within the Community Services portfolio
- Identify, tailor and implement innovative teaching and learning strategies to support the diverse needs of students
- Establish and maintain contacts and networks with key industry and educational partners and stakeholders
- Teach in subjects and programs in a variety of learning modes and across a range of locations
- Proactively engage with the end to end student journey ensuring service excellence and continuous improvement across SWTAFE including training design, delivery and meeting governance expectations of all programs
- Provide potential and current students with individual educational support by assessing students against the required standards, accurately recording achievement; and providing feedback to students on their demonstrated performance in relation to industry's standards
- Develop high quality teaching resources and assessment materials to meet the requirements of both accredited curriculum and training packages
- Maintain accurate records of student progress and assessment in accordance with established policies and procedures
- Liaise as appropriate with industry and the community to develop and customise training appropriate to client requirements
- Contribute to the planning, marketing, delivery, coordination and monitoring of relevant SWTAFE and industry based programs
- Provide support and advice to students of diverse cultures, backgrounds and abilities and implement appropriate support strategies and/or learning programs as required

Your Organisation

- Recognise areas in which guidance and support is required from the Manager and seeks appropriate assistance
- Keep up to date with relevant information and industry best practice
- Comply with internal policies and procedures including the Code of Conduct
- Demonstrate the organisational values on a daily basis and proactively seek to maintain a healthy and safe work environment
- Commit to access and equity principles in carrying out work functions
- Actively participate in the organisations Achievement Development Program (ADP)

This position description describes in general terms the normal duties which the position is expected to undertake. However, the duties described may vary or be amended from time to time without changing the level of responsibility.

Key Selection Criteria (key to success)

Successful candidate will demonstrate the best combination of the following characteristics;

- Current industry knowledge and experience in health and community services
- Establish and maintain contacts and networks with key industry and educational partners and stakeholders

Position Description

- Experience in delivering flexible and adaptive approaches to training and assessment utilising contemporary technologies and a variety of learning modes
- Capability to research and develop appropriate teaching curriculum, materials, resources and methods of assessment relevant to the industry sector
- Identify, tailor and implement innovative teaching and learning strategies to support the diverse needs of students and customers
- Undertake regular professional development to maintain and continuously improve individual professional competence as a TAFE teacher and ensure regulatory compliance
- Knowledge and ability to work effectively in the Vocational Education & Training (VET) sector

Qualifications and Requirements

Mandatory requirements

- An approved degree, diploma or certificate in a relevant vocational area or approved equivalent qualifications, approved industry experience and the ability to demonstrate currency in vocational workplace competencies
- An AQF4 vocational teaching qualification - for example, Certificate IV in Training and Assessment TAE40116
- Employee Victorian Working with Children and satisfactory Police Check
- Current Victorian Driver's Licence

Highly desirable requirements

- An approved course of teacher training accredited at Australian Qualifications Framework (AQF) Level 5 or Level 6 or above with:
 - Studies in adult learning methodology
 - Studies in teaching in a Vocational Education environment
 - Studies in Applied Research (linked to the Boyer framework of scholarship)
 - 200 hours of supervised practicum
 and with significant teaching experience and a minimum 2 years relevant vocational experience
- Post graduate qualifications in Adult Education
- Substantial experience using Microsoft Office products and relevant industry software and programs

Additional Information

- South West TAFE supports Equal Employment Opportunity and actively encourages Indigenous applicants to apply
- South West TAFE promotes the safety, wellbeing and inclusion of all children including those with a disability
- Position, requirements, classification skill level required and conditions in accordance with Victorian TAFE Teaching Staff Agreement 2018
- Any member of SWTAFE may be required to work at any site dependent upon business needs

	Authority level	Name	Date
Prepared by	Recruiting/Hiring Manager	Click here to enter text.	Click here to enter a date.
Approved by	Department Executive Manager	Click here to enter text.	
P&C review	People & Culture	General Review	24/02/2020
Agreed by	Incumbent		