



OSHC Education Leader

POSITION DESCRIPTION:

Position title:	OSHC Education Leader
Status:	Full Time
Location:	OSHC
Classification level:	SACS Level 4
Award	Social, Community, Home Care and Disability Services Industry Award 2010
Reporting to:	OSHC Project Manager, ILMR Program Manager
Date Approved:	8 th April 2019

WORKING ENVIRONMENT

Code of Conduct

All employees must abide by the Organisational Code of Conduct.

Occupational Health and Safety:

As an employee, you must be aware of and comply with requirements of the relevant Workplace Health and Safety legislation and associated regulations. This includes taking responsibility for your own health and safety and that of others in the workplace and complying with the Organisations occupational health and safety policies and procedures.

Performance Review:

A Performance Review will be conducted using the Organisations Performance Management Process.

POSITION SUMMARY

An employee at this level provides direct care assistance for clients of the Organisation.

An employee at this level is also expected to effectively supervise and support the team to ensure delivery of the service objectives by providing essential skills, knowledge and support to the team and perform a consultative role to staff in relation to clients with high and complex needs.

POSITION OBJECTIVES

To manage and be responsible for, the effective and efficient operation of the Outside School Hours Care Service placed in accordance with the policies, directions and delegations of the Service Management.

LEVEL OF RESPONSIBILITY

This position is directly responsible to their immediate supervisor for all aspects of service delivery and organisational management whilst at work. The performance of this position is subject to general direction by the immediate supervisor of the relevant program in which the employee is working. The employee is required to set outcomes, demonstrate sound judgment and contribute critical knowledge and skills where procedures are not clearly defined and to effectively prioritise the workload and to maintain a high quality in the service provided.

An employee at this level has the authority to decide on day to day work related issues within the key responsibilities and duties and to contribute to further develop of work methods where general work procedures are not defined. Any issues falling outside these areas are to be referred to the supervisor of the relevant program in which you are working.

SUPERVISION

An employee at this level works under general direction, operates within established routines, methods, standards and procedures although there is greater scope to contribute to the development of work methods and the setting of outcomes and is expected to exercise initiative in the application of established work procedures and is responsible for managing time, planning and organising their own work. An employee at this level is expected to manage time, setting of priorities, planning and organising their own work and that of lower classified staff and/or volunteers.

KEY TASKS AND DUTIES *(including Key Performance Indicators)*

Specific

- Lead in the development of a weekly ASC program. The written program must be displayed for children, families and educators.
- Monitor the implementation of programmed activities to ensure they are child-oriented and developmentally appropriate.
- Plan a varied program of interesting activities including excursions and incursions for each vacation care period and distribute such program at least four weeks prior to the holiday period.
- Review current programs of learning and documentation at the service;
- Consult and collaborate with the team of educators to develop and confirm approaches to learning programs and documentation;
- Assist with documentation and encourage analysis and an understanding of children's learning and development through this documentation;
- Lead and participate in reflective discussions on practice and the implementation of the MTOP. Reflective discussions and considerations for practice will focus upon interactions, routines, intentional teaching, teaching and learning;
- Lead thinking and discussion on curriculum considerations relating to inclusion and the community of Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse families;
- Mentor and teach educators through observation, guided discussions and recommendations for professional development;



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- Seek and define approaches to sharing the program of learning and education with families and encourage educators in their communication with families.

In addition to these activities the Education Leader will consider the contribution and role of the broader community, along with health practitioners and associated professionals in curriculum decision making. Support for this role; will include professional development, mentoring, consultation and collaboration with other educational leaders, time for research, inquiry and reflection.

Resource Maintenance/Purchasing

- Purchase food and other service items within prescribed service budget. .
- Ensure current resource supplies are maintained.
- Submit list of required materials, with costing if above monthly budget, to service Management.
- Monitor existing OSHC equipment for safety.
- Report concerns regarding resource or safety issues to service Management or School Administration as necessary.

Administrative duties

- Sign in children on each day and make required alterations daily.
- Follow service budget. Create/amend educator shift schedules as required
- Assist in the maintenance of an equipment register for non consumable items.
- Account for expenditure in accordance with service procedures.

Reporting, Accountability and Compliance

- Report directly to the service management and submit written reports, as required.
- Ensure compliance with all National Quality Standards, Government Regulations, Legislation, Standards and requirements at all times and assist management in completing the necessary forms or returns.
- Monitor completion of medication, alternate collection, incident/accident reports Record fire drills and lockdowns

Food Preparation

- Develop a menu for the service, ensuring all food provided is consistent with advice from recognised nutrition authorities and caters for the individual health needs of various children.
- Ensure food prepared for children on a daily basis is done so according to the service Food Handling and Health and Nutrition Policies.
- Ensure all food is stored in the correct manner, according to recognised guidelines.
- Complete the food safety handbook each day, recording temperatures, cleaning procedures

Health and Safety

- Implement and maintain the service risk management process.
- Be responsible for workplace health and safety within the service and immediately record and advise the Management of any potential or actual hazards and record and notify any injuries or dangerous occurrences.
- Conduct regular fire drills and lockdowns in accordance with service procedures.
- Monitor safety of equipment.
- Ensure room and all equipment is cleaned regularly.
- Ensure all daily safety checklists are completed.
- Conduct risk assessments as required.



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Families

- Encourage parent involvement in the service program Provide suitable orientation and information for new families.
- Maintain confidentiality.
- Be sensitive and understanding of the different needs of families.
- Be available to discuss issues with families as they arise.

Children

- Develop positive relationships with children, showing respect at all times.
- Implement effective and appropriate behaviour management techniques and strategies.
- Encourage children to develop independence and responsibility.
- Take observations of and gather information about children for evaluation and assessment.

Management duties in respect of educators

- Provide appropriate orientation for educators, using the service policies and procedures as a guide.
- Promote professional development opportunities for educators Provide feedback to educators, as required.
- Conduct performance reviews 6 monthly. Develop, implement and maintain communication systems with educators.
- Responsible for the day-to-day operations of the service.

Community involvement and communication

- Regularly distribute a service newsletter to all families.
- Develop and implement effective communication systems within the community.
- Be aware of community needs and changes as they occur and how these can or do influence the service.
- Respond to diverse community needs Actively promote the service within the community through various avenues which may be available from time to time.

Service Management

- Conduct all operations of the service in such a way that is consistent with the objectives of the licensee.
- Ensure the service management is informed of all aspects relevant to the operation of the service.
- Communicate positively with service management at all times.
- Provide reports as requested.
- Participate in the preparation of an annual budget in consultation with the Management.

National Quality Standards

- Monitor service's progress through NQS Ensure compliance with NQS.
- Facilitate and plan NQS implementation and compliance within the service.
- Submit required documentation in a timely manner.

Legislation

- Maintain practices consistent with all legislative requirements.
- Monitor compliance with legislation through checklists.

Policies and Procedures

- Knowledge and understanding of service policies and procedures.
- Implement all relevant aspects of the service policies and procedures at all times.



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- Assist in undertaking annual policy review and update as necessary.

Professional Development

- Demonstrate commitment to ongoing professional development.
- Attend relevant training, as required.
- Ensure knowledge and skills are up to date with current practices and trends in the OSHC and disability sector.
- Ensure appropriate qualifications for the position are maintained.

Key Responsibilities – Generic:

- Ensure that all information is kept confidential, unless otherwise advised.
- Ensure that all Occupational Health and Safety requirements for the company are met within your team. Report any workplace hazards to your immediate manager as you see them and support the company in its endeavour to provide a safe workplace.
- Represent the company in a positive manner expounding the values, ethics and pride at all times.
- Complete to the best of your ability any additional tasks within reason as provided by your immediate manager or their delegate

Key Performance Indicators

- Consistent positive feedback from participants and/or their carer
- Positive, focused and healthy staff team achieving consistently positive results
- Identifiable quality improvement in all areas under the area of responsibility
- Meet agreed performance targets
- Ensure all reporting requirements are met

QUALIFICATIONS

Essential

- Diploma of Children's Services.
- Approved working with children clearance as per state requirements.
- First Aid and CPR Certificates.
- National Police Check

Desirable

- Bachelor of Teaching (Early Childhood/ Special Education) or equivalent. Refer link below for a list of equivalent acceptable qualifications.

<https://www.acecqa.gov.au/sites/default/files/2018-01/ACECQAApprovedQualificationListOSHC.pdf>



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OTHER REQUIREMENTS

- 3+ years of management / leadership experience, preferably within sector.
- Passionate belief in the Children Service, development and education of children.
- Strong ethics and genuine approach towards child safety and WHS.
- Exceptional written and verbal communication skills.
- Adaptability, flexibility and resilience and is able to respond positively to change.

SELECTION CRITERIA

- Qualification and/or extensive experience in the field
- Ability to work autonomously and as part of a team
- Ability to satisfactorily manage competing priorities and tasks
- Leadership and management skills – ability to lead and maintain dynamic teams who achieve effective results
- Highly developed communication skills, both verbal and written
- Experience in planning, risk management and quality systems

SIGNATURES

Signed for and on behalf of the Organisation:

Name: _____ Signature: _____
Position: _____ Date: _____

The Employee:

I acknowledge that my duties and responsibilities are as outlined in this position description. I further acknowledge that my duties may be varied from time to time.

Name: _____ Signature: _____
Position: _____ Date: _____