



JFA Purple Orange

Team Member

Role description & person specification

Title of Role:	POLICY AND RESEARCH LEADER
Term of Appointment:	2 year contract (full time or part time) Hours of work are negotiable

ABOUT THE ROLE

1. Summary of the role's aim

The Policy and Research Leader is responsible for:

- Taking the portfolio lead on various issues affecting the life chances of people living with disability and their families, based on the successful applicant's skills and interests;
- Undertaking effective research and analysis and developing reports and submissions on a wide range of issues relating to people living with disability, such as funding, personal support, employment, education, housing, transport and the NDIS;
- Advancing the organisation's policy agenda through advocacy, information sharing and stakeholder engagement, in a manner which gives appropriate regard to political sensitivities, ethical standards and the values of the organisation;
- Engaging with people living with disability and their families and supporters, as well as other external stakeholders such as service providers, non-governmental organisations, peak bodies and governments; and
- Initiating and delivering projects and/or events that create opportunities for people living with disability and/or increase the capacity of stakeholders to be inclusive.

2. Main Benefits (Outcomes)

The success of this role will be demonstrated by an improvement in the life chances of people living with disability¹, through activities which achieve:

- Increased awareness and understanding of best practices in supporting people living with disability towards a good life;
 - The development of new policy and practice initiatives;
 - Favourable change in public policy, systems and mainstream services at state and Commonwealth levels;
 - Increased community capacity to be authentically welcoming and inclusive;
 - More opportunities for people living with disability to have their voices heard and to participate in decision-making that affects their lives; and
 - Professional and personal development among sector stakeholders.
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3. Main Deliverables (Outputs)

Contribute to the practices of the JFA Purple Orange through the:

- Completion of high quality policy submissions and publications;
 - Coordination of project deliverables and outcomes;
 - Development and maintenance of consultation and/or co-design mechanisms to ensure that our policy development and project analysis is well-informed; and
 - Coordination of projects and/or events that create opportunities for people living with disability and build stakeholder capacity.
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4. Main work activities (Processes)

The successful candidate will join a small team of Policy and Research Leaders and undertake the following activities:

- Research policy issues and identify opportunities and gaps;
- Review Australian and international good practice;
- Undertake consultation and analyse and record data;
- Prepare submissions, reports and presentations on key findings;
- Contribute to publications and other forms of external communication;
- Initiate and deliver events and projects that advance JFA Purple Orange's values and approaches;
- Implement project deliverables; and
- Undertake other activities as directed.

Examples of the work currently underway or recently completed by the team include:

- Leading a State-wide consultation with the disability community to inform the development of South Australia's first Disability Inclusion Plan;
- Conducting research with people living with disability to support the Royal Commission into Violence, Abuse, Neglect and Exploitation;

¹ Note that we acknowledge the benefits that family members can also gain from this role.

- Working with employers to implement processes to support the employment of people living with disability;
- Working with local Councils to promote access and inclusion, including through staff surveys and support with the development of Disability Access and Inclusion Plans;
- Developing and delivering a disability inclusion training package for governments and other community organisations;
- Gathering and reporting on the stories and experiences of NDIS participants and using these to design and promote stronger NDIS policy and practice;
- Drafting policy submissions for Senate Inquiries and Joint Standing Committees and giving evidence at hearings; and
- Participating in various committees, coalitions and reference groups.

5. Reporting/Working Relationships

This role reports to (role sponsor): CEO or delegate

This role does not currently have any direct reports, however there may be a requirement to provide formal support and guidance to the following other roles:

- Students, trainees, interns, volunteers etc. who may from time to time become involved with JFA Purple Orange.

This role is responsible for maintaining good networks with stakeholders including:

- People living with disability and other people in their lives such as family, friends and other supporters;
- JFA Purple Orange team members;
- Board members undertaking Board-mandated work in relevant areas;
- Community leaders and NGOs relevant to the work;
- Government staff relevant to the work; and
- Peak bodies.

6. Special Conditions (Such as travel requirements, frequent overtime, etc).

The incumbent is required to:

- Be available for work-related travel from time to time.

The role demands a commitment to:

- Supporting the integrity of JFA Purple Orange by maintaining a high standard of personal and professional conduct that supports our values, including the following:
 - People living with disability having personal authority over their lives;
 - People living with disability should be active, valued members of mainstream community life;
 - Communities should be accessible and inclusive; and
 - Capacity-building for people living with disability is essential.
- Exercising ambassadorship for the organisation;

- Exercising good judgement with respect to safeguards for you, your fellow team members, people living with disability and their families, and other visitors to our organisation;
- Supporting and contributing to the achievement of the JFA Purple Orange's goals, as set out in strategy and business plan documents;
- Initiating, and participating in, activities in support of sharing best practice and generating knowledge capital within and outside the organisation;
- Occasionally working outside of normal business hours where needed;
- Participating in performance planning and review, as frequently as required, but at least annually, and committing to ongoing personal and professional development; and
- Being willing to change office location if directed as a result of service development and organisational change.

ABOUT THE ROLE HOLDER

Essential Criteria

1. Strong values in support of improving the life chances of people living with disability and their families, especially with respect to choice and inclusion.
2. A relevant degree (or similar).
3. At least 5 years' relevant work experience.
4. Proven ability to undertake research and analyse, develop and communicate complex policy issues at a high level in both verbal and written form.
5. An inquisitive and analytical mindset with the ability to self-start and achieve quality outcomes in a complex policy environment.
6. Experience delivering community consultations and facilitating workshops in a social justice or comparable setting.
7. Ability to work under limited supervision, establish priorities and meet deadlines.
8. Demonstrated ability to contribute to a harmonious, safe and healthy workplace which values diversity and is free of harassment, unlawful discrimination and bullying.

Desirable criteria

1. Knowledge of ongoing disability sector reforms and current issues for people living with disability.
2. Lived experience of disability or personal insight into what it means to live with disability.
3. Well-developed networks within the disability sector.
4. Knowledge of state/territory and Commonwealth legislation and policies and how they impact people living with disability.
5. An appropriate skillset to undertake analysis related to topics such as the NDIS pricing structure, the disability market and the costs associated with the NDIS.