

# Position Description

## Community Linking and Leisure Specialist

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|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Classification:</b>           | Recreation Therapist Grade 1 or Grade 2 (dependent on qualifications, experience and demonstrated capability)                                                                                                                         |
| <b>Business unit/department:</b> | Leisure and Creative Therapies                                                                                                                                                                                                        |
| <b>Work location:</b>            | Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/><br>Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify)          |
| <b>Agreement:</b>                | Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026                                                                                                                      |
| <b>Employment type:</b>          | Part-Time                                                                                                                                                                                                                             |
| <b>Hours per week:</b>           | We welcome applications from candidates seeking a range of part-time work patterns, with the final EFT and roster to be negotiated with the successful applicant(s) in line with service requirements. (e.g. 19 to 32 hours per week) |
| <b>Reports to:</b>               | Manager Leisure and Creative Therapies                                                                                                                                                                                                |
| <b>Date:</b>                     | July 2026                                                                                                                                                                                                                             |

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

### Position purpose

The Community Linking and Leisure Therapist supports individuals with acquired disability to successfully integrate into their communities and engage in meaningful leisure, recreation and lifestyle opportunities beyond rehabilitation.

Through assessment, individualised planning, therapeutic intervention and community engagement, the role assists people to:

- maximise their sense of ability to influence their own circumstances and continue to develop their lifestyle beyond rehabilitation;
- access local social, recreational and community supports that promote participation, inclusion and wellbeing;
- broaden their awareness of leisure, recreation and lifestyle opportunities that align with their interests, goals and abilities; and
- develop the skills, confidence and problem-solving abilities required to pursue meaningful activities and achieve solutions independently.

The role works collaboratively with patients, families, multidisciplinary team members and community stakeholders to maximise community participation, social connectedness, independence and quality of life.

The position contributes to the ongoing development of evidence-based leisure services, quality improvement initiatives and person-centred rehabilitation outcomes.

## About the Department

Part of the Leisure and Creative Therapies Department the Community Integration and Leisure Services (CI&LS) is based at the Royal Talbot Rehabilitation Centre (RTRC) providing services to rehabilitation clients of RTRC across all clinical areas, including inpatients and outpatients we also provide services in the acute setting where appropriate.

### Our Mission:

To support people

- to rediscover meaning and purpose
- To connect to their community and social networks
- To improve their therapeutic outcomes

Through developing a balanced lifestyle, that values leisure and recreation as a key element.

We are committed to being person centred, building the capacity of our patients, working with them to be innovative and to explore possibilities & opportunities.

### Our Vision:

Community Integration and Leisure Services is recognised as a valued partner by patients, their families, support networks and clinical teams. Our service is growing through research and bold innovative projects.

CI&LS are closely tied with the Creative Therapies Service which comes under the scope of the Manager of Leisure and Creative Therapies. The Creative Therapies Service offers Art, Music and Horticultural Therapy to the rehabilitation patients of Austin Health.

RTRC provides a comprehensive and coordinated range of services to clients with a wide range of needs. These include programs for people with spinal cord injury, acquired brain injury, orthopaedic, amputation, neurological conditions and multi-trauma.

## Position responsibilities

### 1. Patient Care and Community Integration

The Community Linking and Leisure Therapist will:

#### Individual Profiling and Goal Development

- Assess individuals' leisure, recreation, community participation and lifestyle interests, strengths, goals and support needs.
- Facilitate person-centred goal setting aligned with rehabilitation outcomes and individual aspirations.
- Assist individuals to explore, identify and trial meaningful leisure, recreation and community participation opportunities
- Support individuals to develop confidence, self-determination and problem-solving skills that promote independence and community participation.



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- Develop and utilise an Individual Leisure Plan (ILP) to guide assessment, goal setting, planning and review of progress.

### **Community Integration**

- Identify and facilitate access to leisure, recreation and community participation opportunities that align with the individual's interests, goals and abilities.
- Develop knowledge of local community resources and supports relevant to people with acquired disabilities.
- Assist individuals to establish and maintain connections with community groups, recreation providers and support networks.
- Contribute to discharge planning to support successful transition from rehabilitation to community living.
- Provide information and recommendations relevant to NDIS and other funding supports relating to social and community participation.
- Liaise and collaborate with community agencies, recreation providers, disability services and support organisations to facilitate participation and inclusion.

### **Social Networks and Community Connections**

- Assist individuals to maintain and strengthen existing social networks.
- Facilitate opportunities for peer support and social connection.
- Promote the involvement of family, friends and significant others in leisure and community participation where appropriate.
- Support individuals to increase social participation and develop meaningful community relationships.

### **Clinical Collaboration**

- Work collaboratively with patients, families, carers and members of the multidisciplinary team.
- Communicate patient progress, goals, barriers and outcomes through case conferences, team meetings, family meetings, clinical documentation and reports.
- Contribute to person-centred rehabilitation planning and delivery of coordinated care.
- Maintain contemporary knowledge of leisure, recreation, disability and community participation practices relevant to the role.
- Monitor and review progress against individual goals, adjusting plans in response to changes in circumstances, motivation or participation.

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## **2. Administration and Service Operations**

The Community Linking and Leisure Therapist will:

- Maintain accurate, timely and professional clinical documentation in accordance with organisational and professional standards.
- Collect and maintain activity, outcome and service data as required.
- Manage an allocated caseload and workload in an effective and efficient manner.
- Contribute to the development, review and maintenance of leisure service resources and information materials.
- Participate in service planning, operational activities and departmental initiatives as required.
- Develop and implement appropriate discharge plans including short, medium and longer-term community participation strategies.

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## **3. Quality Improvement, Research and Service Development**

The Community Linking and Leisure Therapist will:

- Participate in quality improvement, evaluation and service development activities.
- Contribute to the development, implementation and review of policies, procedures, guidelines and resources relevant to the service.
- Assist with activities associated with accreditation and compliance with the National Safety and Quality Health Service Standards.
- Participate in outcome measurement, patient feedback and service evaluation processes.



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- Contribute to the collection and analysis of information relating to community participation trends, supports and opportunities for people with acquired disabilities.
- Promote evidence-based practice and continuous improvement within the service.
- Raise awareness of the leisure, recreation and community participation needs of people with acquired disabilities.

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#### 4. Education and Professional Development

The Community Linking and Leisure Therapist will:

- Participate in regular supervision, performance development and professional development activities.
- Contribute to the orientation and support of new employees, students and volunteers as appropriate.
- Maintain professional knowledge and skills relevant to community integration, rehabilitation and leisure services.
- Contribute to a positive learning culture within the multidisciplinary team.

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#### Additional Expectations – Grade 1

A Grade 1 Community Linking and Leisure Therapist is expected to:

- Work under professional supervision and guidance.
- Develop knowledge and skills in rehabilitation, community integration and leisure services.
- Manage a routine to moderately complex caseload.
- Seek support and consultation regarding complex clinical, psychosocial or risk-management issues.
- Participate in quality improvement and service development activities.
- Contribute to student support and orientation activities where appropriate.
- Progress toward independent practice through structured supervision, mentoring and professional development.

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#### Additional Expectations – Grade 2

In addition to the core responsibilities, a Grade 2 Community Linking and Leisure Therapist is expected to:

- Demonstrate a high level of professional autonomy and independent clinical judgement.
- Manage complex patients and community integration issues.
- Act as a specialist resource and consultant to patients, families and members of the multidisciplinary team regarding leisure, recreation and community participation.
- Provide clinical support, mentoring and professional guidance to less experienced staff.
- Supervise students and contribute to staff development activities.
- Lead or coordinate quality improvement, evaluation and service development initiatives.
- Establish and maintain productive partnerships with community organisations, recreation providers and external stakeholders.
- Contribute to service planning and strategic development.
- Identify, develop and implement innovative approaches that improve participation, social inclusion and rehabilitation outcomes.
- Support the development of evidence-based practice within the service.



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## Selection criteria

### Essential skills and experience:

- **Relevant Qualification**

A relevant tertiary qualification in community development, leisure studies, social sciences or a related discipline.

- **Understanding of leisure and participation**

An understanding of how leisure, recreation and community participation contribute to wellbeing, identity and social connection, and the ability to apply this in practice.

- **Supporting participation**

Experience supporting people to engage in community, social, leisure or recreational activities, particularly people with disability or additional support needs.

- **Person-centred practice**

Experience working in a person-centred way, supporting individuals to identify what matters to them and build meaningful participation in their daily lives.

- **Goal setting and building independence**

Ability to support individuals to set goals, build confidence and develop the skills needed to participate more independently in community life.

- **Community connections and partnerships**

Experience identifying and linking people to community opportunities, and building positive relationships with community organisations, services or groups.

- **Communication and teamwork**

Strong communication and interpersonal skills, with the ability to work effectively with individuals, families, community stakeholders and other professionals.

- **Organisation and working independently**

Ability to manage workload, prioritise tasks and work both independently and as part of a team, including supporting individuals with more diverse or complex needs.

### Desirable (for Grade 2 applicants):

- **Supporting others / leadership**

Experience providing guidance, mentoring or informal support to colleagues, students or volunteers.



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- **Service improvement or program development**

Experience contributing to service improvement, program development or evaluation activities.

- **Knowledge of funded care schemes (e.g. NDIS)**

Knowledge of, or experience working within, NDIS or other community-based supports that enable participation and inclusion.

## Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

## Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

## General information

### Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

### Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or



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Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

### **Austin Health is a child safe environment**

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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