

POSITION DESCRIPTION



Position	Learning Accessibility Consultant
Level/Classification	H0708
Reports to	Manager Access and Inclusion Team
Unit	Access & Inclusion
Directorate	Access, Wellbeing & Equity
Positions Supervised	nil

Position Purpose

Located in Access, Wellbeing and Equity, the Learning Accessibility Consultant provides a range of support to facilitate access, transition and success for students with disability and health conditions across all of Murdoch University's campuses.

The primary function of the role is to support an inclusive and accessible university experience for students with disability and health conditions by proactively working with Murdoch staff and students. The role has a significant strategic component working with academic staff to support knowledge and integration of Universal Design for Learning (UDL) strategies at unit and curriculum design level. The Learning Accessibility Consultant also provides education and training to staff and students regarding relevant accessible technologies. For those students whose needs are not met through the UDL initiatives in place, this position will work with individuals to identify and recommend appropriate reasonable adjustments.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Biddi. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

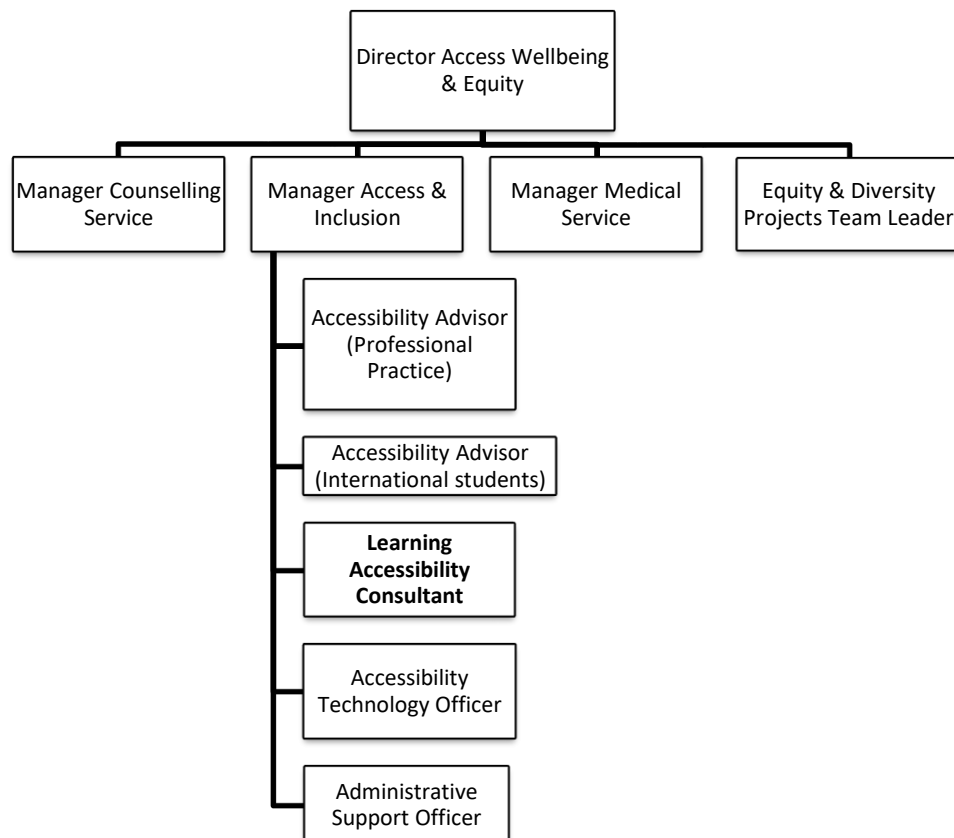
- Sustainability: Be a leading university in education, teaching and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

Access, Wellbeing & Equity (AWE) provides professional and innovative wellbeing and health services, supports students with health conditions and disabilities, and drives equity programs in order to optimise the student journey and promote the wellbeing of the wider Murdoch University community. AWE aims to enhance student experience through a range of wellbeing and equity focused activities, including taking leadership in the implementation of the University Student Wellbeing Strategy. AWE is located at Murdoch's South Street Campus but provides services across all campuses, including our trans-educational programmes.

Reporting Relationships



Key Responsibilities/Duties

1. Provide expert advice and support on practical Universal Design for Learning (UDL) pedagogical practices and practical strategies at unit and curriculum level (face to face and online delivery) to increase learning accessibility and success for all students, including those with disability.
2. Proactively build and maintain a respectful collaborative culture with academic and professional staff, and key stakeholders that supports development of student focused and accessible curriculum design, learning environments and teaching practices.
3. Utilise data and specialised knowledge to inform prioritisation of supports and development of models of working in units and disciplines where students with disability or health conditions present in high numbers or that attract those with higher complexity of support needs.
4. Provide individualized support through recommendation of appropriate and evidence based, reasonable adjustments for students with disability or health conditions whose needs are not met through the UDL initiatives in place.
5. Provide strategic project support for accessibility outcomes in learning and teaching initiatives to produce effective and sustainable results that are achievable within time and budget constraints aligning to University objectives.
6. Develop and facilitate training/educational programs for staff to promote inclusive and equitable practices for students with disability or health conditions.
7. Proactively contribute to formation and maintenance of process and policy frameworks (within curriculum management and policy, and student & library services) that support the inclusion and success of students with a disability.
8. Maintain currency of knowledge of inclusive education practices, accessible technologies and best practice educational pedagogy/design. Apply this knowledge to provision of supports and development and implementation of relevant actions in university strategies and plans.
9. Provide consultative services to students, future students and staff in relation to procedural and professional advice on disability and accessibility related matters, including policy, legislative and compliance requirements and application of this knowledge to review University standards, policies, procedures, guidelines and resources that support sustainable inclusive educational practices for students with disability.
10. Embody the University's values within and beyond the University, building equity, inclusion and diversity and encouraging social responsibility.
11. Carry out and assist with other duties as required by the Manager, Access & Inclusion Team or the Director, Access, Wellbeing & Equity, including providing leadership support to the Access & Inclusion Team and university community in place of the Manager, Access & Inclusion Team.

Selection Criteria

1. Minimum of a Bachelor degree in Education with 2 years experience supporting students with a disability **OR** minimum of a Bachelor degree in Disability or Allied Health with at least 2 years' experience in accessible learning design or teaching.
2. Knowledge and professional experience of disability, medical and mental health conditions, their management, and functional implications within an educational setting.
3. Knowledge of Universal Design for Learning (UDL) and issues relevant to implementation in the higher education sector and demonstrated application of UDL in training or other learning environments
4. Experience using contemporary technologies in educational settings, including fluency in PC and Mac technology platforms with knowledge of accessibility features.
5. Ability to contribute to a culture of change in learning and teaching practice with the demonstrated skills to lead, motivate, inspire, and deliver quality outcomes
6. Highly effective communication and interpersonal skills, and the demonstrated ability to work constructively and collaboratively within a small team, as well as with students and the wider university community (including external stakeholders).
7. Demonstrated effective organisational, time management and problem solving skills to respond to rapidly changing and/or time sensitive circumstances.
8. Demonstrated experience in socially inclusive practice, including person-centred approaches.

Desirable

1. Previous experience within a University environment
2. Experience in policy development and implementation in relation to disability, anti-discrimination and/or equal opportunity legislation.

Work Requirements

1. Australian permanent residency or possession of a valid visa with work entitlement in Australia.
2. Ability to travel and work across Murdoch's WA campuses.
3. Ability to work outside of normal office hours when required
4. Current Working with Children Check WA.

General Obligations

- While at work, an employee must:
- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;

- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

Guiding Principles and Values/Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All staff complete a Career Development Conversation annually to discuss their career aspirations and growth opportunities.

All Staff undergoing a probation period are required to set probationary objectives with their leader within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.